# Savings and Solidarity



Enjoy special discounts on wireless devices and save 10% on your monthly service charges through AT&T.\*

Now IATSE members can save 10% on any new or renewed service plan with AT&T. While you save, you'll also be supporting the only wireless company that is "Proud to Be Union!"

### **Choose AT&T for value** and much more!

- Fewest dropped calls of any wireless carrier.
- Unlimited mobile-to-mobile calling to over 62 million AT&T customers.
- Roll over your unused Anytime Minutes for up to 12 months on select plans.

### Save and support union workers.

Not only will you be saving—you'll be supporting union workers and their families. AT&T not only respects the collective bargaining process, it is the only wireless company that is completely unionized, and that believes that fair treatment of employees is good for business and good for customers. Some 40.000 AT&T Mobility employees are represented by the Communications Workers of America.

### An ideal plan for every family!

- Individual Plans Never pay domestic long distance or roaming
- Family Plans Share minutes between two lines for one low price.
- Prepaid Plans Take advantage of local rates in a new, larger
- **Data Plans** Access your e-mail, corporate intranet, and the

### 3 Easy Steps will start your savings!

- 1. TAKE this ad to your local AT&T store. To find the location nearest you, visit 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)
- . SIGN UP for or renew a two-year service agreement.





- \*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



# Bulletin

THIRD QUARTER, 2007

### FEATURES

Report of the General Executive Board

St. Louis, Missouri, July 23 - 27, 2007

**New Promotional Poster** See Details for Ordering!

**Union Plus Scholarship Winners** 

5 Children of IATSE Members Receive Prestigious Award

**46** You Have Money Waiting For You!

### DEPARTMENTS

**President's** Newsletter

**General Secretary-**Treasurer's Message

12 IATSE & Labor **Movement News** 

**40** Local News & Views

42 On Location

**51** Safety Zone

**52** On The Road

**56** On Stage, In Focus

**58** Crew Shots

**60** On The Show Floor

**61** In Memoriam

**65** Directory of Local Secretaries and **Business Agents** 

Editor

**Arthur Bracco** Staff Writer

Special Asst. to the Editor

Assistant to the Editor

The OFFICIAL BULLETIN (ISSN-0020-5885) is published quarterly by the General Secretary-Treasurer of the International Alliance of Theatrical Stage Employes, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, (IATSE), 1430 Broadway, 20th Floor, New York, NY 10018. Telephone: (212) 730-1770. FAX (212) 921-7699. Email: bulletin@iatse-intl.org

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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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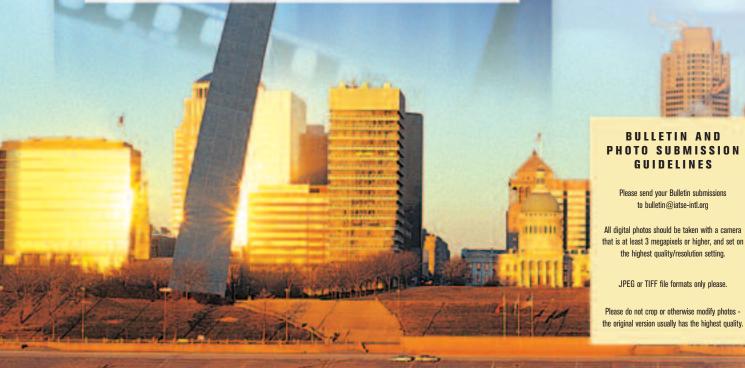
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PRESIDENT'S NEWSLETTER

### OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the 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).

Cut Off Date: December 21, 2007

# 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.



### 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.

TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA

# FINANCIAL STATEMENTS

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

Mr. Thomas C. Short, President International Alliance of Theatrical Stage Employes, 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 Employes, 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 Employes, 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

Year Ended April 30

July 20, 2007 New York, New York

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

25,760,154

\$ 31,767,849

### GENERAL FUND AND SUBSIDIARIES Consolidated Statement of Financial Position

ASSETS		Year Ended April 30		
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           Total assets         \$ 35,092,726         \$ 31,767,849           LIABILITIES           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)         1,651,2		2007	2006	
Board designated investment (note 11)	ASSETS			
Investments, at market (note 2)   29,048,504   25,976,371     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     Total assets   \$35,092,726   \$31,767,849     ELIABILITIES     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	Cash	\$ 322,187	\$ 455,452	
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     Total assets   \$35,092,726   \$31,767,849     LIABILITIES     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 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	Board designated investment (note 11)	1,065,931	761,213	
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           Total assets         \$35,092,726         \$31,767,849           LIABILITIES           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	Investments, at market (note 2)	29,048,504	25,978,371	
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           Total assets         \$35,092,726         \$31,767,849           LIABILITIES           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	Interest receivable	257,754	194,713	
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Interview         \$ 35,092,726         \$ 31,767,849           LIABILITIES           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	Intangible pension asset (note 4)	359,610	426,173	
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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	Accounts payable and accrued expenses	98,291	166,434	
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	Tenant deposit payable	5,000	5,000	
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	Payroll taxes withheld and accrued	29,872	29,780	
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Deferred income (note 5) 4,214,497 3,758,337	Due to Convention Fund	127,842	82,484	
	Due to Defense Fund	256,924	158,306	
Total liabilities         6,539,667         6,007,695	Deferred income (note 5)	4,214,497	3,758,337	
	Total liabilities	6,539,667	6,007,695	

**UNRESTRICTED NET ASSETS** 

28,553,059

\$ 35,092,726

Unrestricted net assets (note 12)

Total liabilities and unrestricted net assets

### **GENERAL FUND and SUBSIDIARIES**Consolidated Statement of Activities

		aoa / .p oo
	2007	2006
INCOM	Ε	
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		<del>, , , , , , , , , , , , , , , , , , , </del>
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
	1,187,777	1,032,135
Radio and television and		
A.C.T. departments		
Initiation fees	3,012	1,795
Dues	152,383	145,379
	155,395	147,174
Pontal incoma (nota 0)	100 000	02.740
Rental income (note 9)	<u>126,999</u> 227,261	92,749
Royalty income (note 6) Constitution and bylaws	7,163	148,975 15,739
Gonstitution and bylaws Miscellaneous income	94,829	84,497
Salary reimbursement from locals	441,952	258,291
Total income	\$ 17.359.486	\$ 16.034.773
iotai income	<u> </u>	\$ 10,034,773
EXPENSI	ES	
International President		
Thomas C. Short		
Salary	\$ 271,033	\$ 263,139
Expenses	10,400	10,400
Transportation and incidentals	172,418	87,308
•	453,851	360,847

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

_		led April 30		Year Ende	u Aprii 30
	2007	2006		2007	200
General Secretary - Treasurer			Computer	88,215	85,69
James B. Wood			Lease expenses	21,511	13,45
Salary	221,033	213,139	Consultant fees	76,543	21,69
Expenses	10,400	10,400	Miscellaneous	274,930	229,51
Transportation and incidentals	52,834	37,822	Depreciation	71,662	74,11
Was Davids at	284,267	261,361	West coast building	00.004	00.00
Vice-Presidents Salaries	1 100 700	997,186	Real estate taxes	33,984 19,884	32,88 18,05
	1,102,700 52,000		Electricity  Penyopiation	65,260	65,25
Expenses Transportation and incidentals	209,170	50,400 199,823	Depreciation Management expense	11,400	11,40
iransportation and incluentals	1,363,870	1,247,409	Repairs and maintenance	39,397	53,32
Assistants to the President	1,000,010	1,241,403	Miscellaneous	3,258	6,99
Salaries	261,645	180,131	Canada building	0,200	0,00
Expenses	10,400	10,400	Insurance	2,873	4,67
Transportation and incidentals	131,212	47,303	Accounting fees	5,600	2,00
	403,257	237,834	Legal fees	301	5,27
International Trustees		<del></del>	Repairs and maintenance	4,979	2,60
Salaries	21,241	21,961	Real estate taxes	10,034	14,13
Transportation and incidentals	17,345	20,449	Depreciation	20,605	20,30
	38,586	42,410	Miscellaneous	9,625	4,36
International Representatives				9,285,959	8,958,32
Salaries	2,054,202	2,260,130	Investments (gain)/loss	(7.50.)	
Expenses	65,000	75,000	Realized (gain)/loss on sale of investments	(7,431)	39,42
Transportation and incidentals	536,700	548,732	Unrealized (gain)/loss on investments	(355,572)	337,19
	\$ 2,655,902	\$ 2,883,862		(363,003)	376,62
Special Representatives and Miscellaneous			Total expenses	14,465,511	14,752,08
Assignments			iotai expenses	14,400,011	14,132,00
Salaries	\$ 281,596	\$ 298,202	Change in net assets	\$ 2,893,975	\$ 1,282,68
Expenses	200	600	change in not access	Ψ 2,000,010	ψ 1,202,00
Transportation and incidentals	61,026	84,624	See notes to consolidated financial statements		
	342.822	383,426			
Administrative and general expenses		333,.23			
Office salaries	1,195,446	1,178,903	OFNEDAL FUND and G	LIDCIDIADIE	c
Stationery and printing	118,066	118,240	GENERAL FUND and S		
Stationery and printing Official bulletin	118,066 478,646	118,240 414,377	GENERAL FUND and S Consolidated Statemen		
Stationery and printing Official bulletin Telecommunications	118,066 478,646 78,474	118,240 414,377 75,488		t of Cash Flo	ws
Stationery and printing Official bulletin Telecommunications Postage	118,066 478,646 78,474 139,798	118,240 414,377 75,488 138,322		t of Cash Flo Year Ende	ws d April 30
Stationery and printing Official bulletin Telecommunications Postage Insurance - general	118,066 478,646 78,474 139,798 137,037	118,240 414,377 75,488 138,322 156,374		t of Cash Flo	ws d April 30
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance	118,066 478,646 78,474 139,798 137,037 1,492,642	118,240 414,377 75,488 138,322 156,374 1,501,541	Consolidated Statemen	t of Cash Flo Year Ende 2007	ws d April 30
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528	Consolidated Statemen  CASH FLOWS FROM OPERA	Year Ende	ws d April 30 200
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128	CASH FLOWS FROM OPERA Change in net assets	t of Cash Flo Year Ende 2007	ws d April 30 200
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3)	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets	Year Ende	ws d April 30 200
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities	Year Ende 2007  TING ACTIVITIES \$ 2,893,975	ws d April 30 200 \$ 1,282,68
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation	Year Ende 2007  TING ACTIVITIES \$ 2,893,975	ws d April 30 200 \$ 1,282,68
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000)	ws d April 30 200 \$ 1,282,68
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743	ws d April 30 200 \$ 1,282,68 159,68 10,74
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572)	ws d April 30 200 \$ 1,282,68 159,68 10,74 337,19
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805	CASH FLOWS FROM OPERA  Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743	ws d April 30 200 \$ 1,282,68 159,68 10,74 337,19
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063	CASH FLOWS FROM OPERA  Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431)	\$ 1,282,68 159,68 10,74 337,19 39,42
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 76 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2)	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618	4 April 30 200 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,480
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - -	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618 (60,000)	4 April 30 200 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,480 23,49
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals Other receivables	Year Ende 2007  FING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618 (60,000) 4,824	\$ 1,282,68 \$ 1,282,68 \$ 159,68 10,74 337,19 39,42 (142,480 23,49 (8,530
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other Office expenses and supplies	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072 77,675	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252 88,478	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals Other receivables Prepaid expenses	Year Ende 2007  FING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618 (60,000) 4,824 (211)	\$ 1,282,68 \$ 1,282,68 \$ 159,68 10,74 337,19 39,42 (142,480 23,49 (8,530 18,01
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other Office expenses and supplies Emblems, seals, etc.	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals Other receivables Prepaid expenses Protested checks	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431)  98,618 (60,000) 4,824 (211) 16,084	\$ 1,282,68 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,480 23,49 (8,530 18,01 (1,289
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other Office expenses and supplies Emblems, seals, etc. Per capita tax	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072 77,675 32,321	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252 88,478 56,277	CASH FLOWS FROM OPERA  Change in net assets  Adjustments to reconcile change in net assets to net cash provided by operating activities  Depreciation  Canadian translation  Straight-line rent  Unrealized (gain) loss on investments  Realized (gain) loss on sale of investments  Changes in certain other accounts  Due (from) Defense Fund  Loans and credits to locals  Other receivables  Prepaid expenses  Protested checks  Intangible pension asset	Year Ende 2007  FING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618 (60,000) 4,824 (211) 16,084 66,563	\$ 1,282,68 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,480 23,49 (8,530 18,01 (1,289 66,56
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other Office expenses and supplies Emblems, seals, etc. Per capita tax A.F.L C.I.O.	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072 77,675	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252 88,478	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals Other receivables Prepaid expenses Protested checks	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618 (60,000) 4,824 (211) 16,084 66,563 (74,996) (111,926)	\$ 1,282,68 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,48( 23,49 (8,530 18,01 (1,289 66,56 137,20 (78,880
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other Office expenses and supplies Emblems, seals, etc. Per capita tax A.F.L C.I.O. Union Label and Service	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072 77,675 32,321	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252 88,478 56,277	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals Other receivables Prepaid expenses Protested checks Intangible pension asset Accounts payable and accrued expenses	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431)  98,618 (60,000) 4,824 (211) 16,084 66,563 (74,996) (711,926) 45,358	\$ 1,282,68 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,480 23,49 (8,530 18,01 (1,289 66,56 137,20 (78,880 (23,798
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 76 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other Office expenses and supplies Emblems, seals, etc. Per capita tax A.F.L C.I.O. Union Label and Service Department	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072 77,675 32,321 521,625 28,092	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252 88,478 56,277	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals Other receivables Prepaid expenses Protested checks Intangible pension asset Accounts payable and accrued expenses Accrued I.A.T.S.E. Retirement Fund Due to other funds Interest receivable	Year Ende 2007  TING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618 (60,000) 4,824 (211) 16,084 66,563 (74,996) (111,926) 45,358 (63,041)	\$ 1,282,68 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,480 23,49 (8,530 18,01 (1,289 66,56 137,20 (78,880 (23,798
Stationery and printing Official bulletin Telecommunications Postage Insurance - general Hospitalization and insurance Audit and computer services Legal fees and expenses New York office rent (note 3) Payroll taxes Convention expenses Subscriptions, trade papers and publicity Executive board meetings Canadian office expenses Local 16 - reimbursement expense Local 720 expense Canadian translation and exchange charges (benefit) (note 2) Storage rent and related expenses Investment fees and other Office expenses and supplies Emblems, seals, etc. Per capita tax A.F.L C.I.O. Union Label and Service Department Canadian Labour Congress	118,066 478,646 78,474 139,798 137,037 1,492,642 145,417 646,557 603,166 366,637 - 37,872 204,315 12,498 - 23,299 28,793 148,072 77,675 32,321	118,240 414,377 75,488 138,322 156,374 1,501,541 96,528 561,128 567,800 370,746 206,907 44,447 348,082 9,805 750 4,063 (95,876) 42,238 156,252 88,478 56,277	CASH FLOWS FROM OPERA Change in net assets Adjustments to reconcile change in net assets to net cash provided by operating activities Depreciation Canadian translation Straight-line rent Unrealized (gain) loss on investments Realized (gain) loss on sale of investments Realized (gain) loss on sale of investments Changes in certain other accounts Due (from) Defense Fund Loans and credits to locals Other receivables Prepaid expenses Protested checks Intangible pension asset Accounts payable and accrued expenses Accrued I.A.T.S.E. Retirement Fund Due to other funds Interest receivable Other liabilities	Year Ende 2007  FING ACTIVITIES \$ 2,893,975  157,527 (100,000) 10,743 (355,572) (7,431) 98,618 (60,000) 4,824 (211) 16,084 66,563 (74,996) (111,926) 45,358 (63,041) 6,945	\$ 1,282,68 \$ 1,282,68 159,68 10,74 337,19 39,42 (142,480 23,49 (8,530 18,01 (1,289 66,56 137,20 (78,880 (23,798 65,44
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Purchase of real and personal property Board designated investment	(205,037) (304,718)	(229,628) (252,590)
Net cash (used) by investing activities	(3,116,885)	(1,579,907)
(Decrease) increase in cash	(133,265)	34,692
Cash at beginning of year	455,452	420,760
Cash at end of year	\$ 322,187	\$ 455,452

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

### Note 1 - Organization

The International Alliance of Theatrical Stage Employes, 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 Cornoration is a Canadian tax exempt not for profit Cornoration.

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
	\$ 3,340,400

### 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
Funded status	\$ (4,820,753)	\$ (4,236,268)
Prepaid pension cost	\$ 1,104,267	\$ 1,058,904
Additional minimum liability	2,755,479	2,720,972
Net amount	\$ (1,651,212)	\$ (1,662,068)
		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 3	iU
	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:

		ripini 00
	2007	2006
quity securities	60.70%	58.25%
Debt securities	32.19	37.95
Other	7.11	3.80
	100.00%	100.00%

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
	\$9,878,912

### 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:

### Allocation of Ouarterly Stamp

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

	Aŗ	oril 30
	2007	2006
_and	\$ 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
ess accumulated depreciation	1,236,547	1,079,020
	\$ 3,730,851	\$ 3,683,341

### 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 INCOM

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
	\$ 101,603

### 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

1012 12 011112011110	ILD MLI AUULIU		
		Unrestricted	Minimum
		Net	Pension
	Total	Assets	Liability
Balance April 30, 2005	\$ 23,802,623	\$ 26,772,269	\$ (2,969,646)
Change in net assets	1,282,684	1,282,684	-
Pension liability	674,847	-	674,847
Balance April 30, 2006	25,760,154	28,054,953	(2,294,799)
Change in net assets	2,893,975	2,893,975	-
Pension liability	(101,070)	-	(101,070)
Balance April 30, 2007	\$ 28,553,059	\$ 30,948,928	\$ (2,395,869)

### CONVENTION TRANSPORTATION AND PER DIEM FUND Statement of Financial Position

ASSETS			Accrued interest receivable	51,824	15,802
	Year Ende	d April 30	Prepaid expenses	-	1,739
	2007	2006	Due from General Fund	127,842	82,484
Cash	\$ 33,289	\$ 57,667	Total assets	\$ 3,113,981	\$ 2,172,963
Investments, at market (note 2) Merrill Lynch Investment Fund Account Harris Private Banking (net of valuation allowance of \$50,000)	2,461,608 439,418 2,901,026	1,653,682 361,589 2,015,271	LIABILITIES AND UNRESTRIC Deferred income (note 1) Unrestricted net assets Total liabilities and unrestricted net assets	\$ 230,134 2,883,847 \$ 3,113,981	\$ 207,204 1,965,759 \$ 2,172,963

### **CONVENTION TRANSPORTATION and PER DIEM FUND Statement of Activities**

_	Year Ende 2007	d April 30 2006	Printing expense 2005 convention delegates'transportation and expens	1,739	494,040
_	2007	2000	Net realized and unrealized loss on investments	se -	2,427,185 24,129
INCOME	ф 040 A4A	¢ 704 070	Miscellaneous	2,813	5,279
Per capita tax (note 1)	\$ 818,414	\$ 794,970 57,710	Total expenses	36,988	2,997,616
Interest earned Net realized and unrealized gain on investments	117,678 18,984	57,713 -	Change in net assets	918,088	(2,074,933)
Canadian translation	-	70,000	Unrestricted net assets - beginning of year	1,965,759	4,040,692
Total income	955,076	922,683			
EXPENSES	00.400	40.000	Unrestricted net assets - end of year	\$ 2,883,847	\$ 1,965,759
Foreign currency exchange loss	32,436	46,983			

### **CONVENTION TRANSPORTATION and PER DIEM FUND Statement of Cash Flows**

	Year Ended	April 30	Deferred income	22,930	(23,591)
	2007	2006	Total adjustments	(75,695)	18,364
			Net cash provided (used) by		
CASH FLOWS FROM OPERA			operating activities	842,393	(2,056,569)
Change in net assets	\$ 918,088	\$ (2,074,933)	Cash flows from investing activities		
Adjustments to reconcile change in net assets			Purchase of investments	(2,021,071)	(2,580,100)
to net cash provided (used) by operating activities			Proceeds from redemption of investments	1,154,300	3,557,828
Canadian translation	-	(70,000)	Net cash (used) provided by investing activities	(866,771)	977,728
Realized and unrealized (gain) loss on invest	ments (18,984)	24,129	(Decrease) in cash	(24,378)	(1,078,841)
Changes in certain accounts					
Accrued interest receivable	(36,022)	3,817	Cash at beginning of year	57,667	1,136,508
Prepaid expenses	1,739	60,211			
Due from General Fund	(45,358)	23,798	Cash at end of year	\$ 33,289	\$ 57,667

### CONVENTION TRANSPORTATION and PER DIEM FUND Notes to Financial Statements

### NOTE 1 - ORGANIZATION

The Convention Transportation and Per Diem Fund (Fund) was established to receive a portion of the per capita tax collected and distributed by the General Fund, to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International. Payments received for future periods have been deferred.

### NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Fund is a separate fund of the International. The International is a tax exempt organization under the provisions of Section 501(c)(5) of the Internal Revenue Code and files annual information returns as required.

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

In preparing its financial statements in conformity with accounting principles generally accepted in the United States of America, the Fund 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 Fund's cash is deposited in three banks at April 30, 2007. The Fund has not experienced any losses on its cash deposits.

The Fund 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 statement of activities.

At April 30, 2007 and 2006, the Fund had a \$18,984 and \$(24,129) realized and unrealized gain (loss) on investments, respectively.

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

### **DEFENSE FUND Statement of Financial Position**

ASSETS			Accrued interest receivable	68,443
	Year Endo	ed April 30	Other assets	-
_	2007	2006	Total assets	\$ 7,217,441
 Cash	\$ 86,217	\$ 11,574	LIABILITIES AND UNRESTR	RICTED NET ASSETS
Investments, at market (note 2)			Accounts payable and accrued expenses	\$ 78,638
Merrill Lynch Investment Fund Account	6,294,910	4,999,682	Deferred income (note 1)	460,269
Harris Private Banking (net of valuation allowanc	8		Unrestricted net assets	6,678,534
of \$64,000 in 2007 and \$95,000 in 2006)	510,947	726,051	Total liabilities and unrestricted	
	6,805,857	5,725,733	net assets	\$ 7,217,441
Due from General Fund	256,924	158,306		

Third Quarter 2007 **Official Bulletin** 

2,174 \$ 5.936.297

\$ 22,868

414,408

5.499.021

\$ 5,936,297

### **DEFENSE FUND Statement of Activities**

	Year E	Ended April 30	Foreign currency exchange loss	47,316	-
	2007	2006	Special organizing	8,362	64,934
INCOME			Realized loss on sale of investments	12,256	7,012
Income per capita tax (note 1)	\$ 1.653.925	\$ 1,589,942	Basic agreement administration	284,449	226,393
Interest earned	273.245	φ 1,303,342 205,209	Unrealized loss on investments (note 2)	-	75,934
Unrealized gain on investments (note 2)	98.082	200,208	Miscellaneous	55,454	48,367
Canadian translation	31,000	50.000		1,273,989	1,099,038
Processing fees	397,250	363,896	Change in net assets	1,17.9,513	1,110,009
Frucessing rees	,				
	2,453,502	2,209,047	Unrestricted net assets - beginning of year	5,499,021	4,389,012
EXPENDITURES	;				
Legal and other	691,515	552,527	Unrestricted net assets - end of year	\$ 6,678,534	\$ 5,499,021
Local 514 expenses	174,637	123,871			

### **DEFENSE FUND Statement of Cash Flows**

	Year	Ended April 30	Total adjustments	(141,572)	122,955
	2007	2006	Net cash provided by		_
Cash flows from operating activities			operating activities	1,037,941	1,232,964
Change in net assets	\$ 1,179,513	\$ 1,110,009			
Adjustments to reconcile change in net			Cash flows from investing activities		
assets to net cash provided by operating activiti	es		Purchase of investments	(13,573,564)	(9,860,231)
Canadian translation	(31,000)	(50,000)	Proceeds from redemption of investments	12,610,266	8,578,453
Unrealized (gain) loss on investments	(98,082)	75,934	Net cash (used) by		
Realized loss on sale of investments	12,256	7,012	investing activities	(963,298)	(1,281,778)
Changes in certain other accounts					
Due from General Fund	(98,618)	142,480	Increase (decrease) in cash	74,643	(48,814)
Accrued interest receivable	(29,933)	14,271			
Accounts payable and			Cash at beginning of year	11,574	60,388
accrued expenses	55,770	(17,387)			
Other assets	2,174	(2,174)	Cash at end of year	\$ 86,217	\$ 11,574
Deferred income	45.861	(47.181)	·		

### **DEFENSE FUND Notes to Financial Statements**

### NOTE 1 - ORGANIZATION

The Defense Fund (Fund) was initiated by convention action in August 1974. Each member of "A" Locals is to pay \$4 per quarter and each member of "B" Locals is to pay \$3 per quarter to the Fund. The per capita is collected and distributed by the General Fund. The Fund is to be used to defray extraordinary legal and other expenses of locals as determined by the Defense Fund Committee. Payments received for future periods have been deferred.

### NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Fund is a separate fund of the International. The International is a tax-exempt organization under the provisions of Section 501(c)(5) of the Internal Revenue Code and files annual information returns as required.

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

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At April 30, 2007 and 2006, the Fund had a \$98,082 and \$(75,934), unrealized gain (loss) on investments, respectively

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

### PRESIDENT'S MESSAGE

Continued from Page 4

them how you can help.

find out how and where you can In 2000 and 2004, we lost the White approach this turning point. If we let efforts through the 2008 elections. try hangs in the balance as we achieve a pivotal victory in 2008.

most usefully direct your efforts, House by the slimmest (and most this opportunity slip away, then concontact your local union, and state questionable) of margins. In 2008, if servative Republicans will continue and city labor councils, and ask we all do our part, we can win conto thwart equality and the common vincingly. Momentum and popular good. But if we make our voices Our success in the 2006 elections sentiment are on our side, and the heard in the democratic process, showed what we can accomplish country is depending on the labor then we can turn the corner toward through hard work and organizing. movement to lead the way, like we a new day in national politics. I am We need to continue to increase our did in 2006. The future of our couneager to work alongside all of you to

# **IATSE & LABOR MOVEMENT NEWS**



# 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...



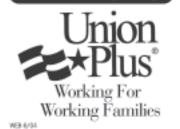
# ...and \$AVINGS, too!

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 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



# 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



Official

### ST. LOUIS, MISSOURI • JULY 23 - 27, 2007

### **CALL TO ORDER**

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employes, 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 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 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.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON ST. LOUIS CITY CENTER

### ST. LOUIS, MISSOURI • JULY 23 - 27, 2007

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 unionfriendly 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 Shorenstein 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 relevancv 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 Belsky 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 nonunion, 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 governmentfunded 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 offagain 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 stage-hands 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 Tatoo, 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.

International Vice President Dami-

an Petti, Director of Canadian Affairs

### **COLOSSOVISION CANADA**

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. 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 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 nonunion 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. Fave 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. Gearns, 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 Presidentin-Charge of the West Coast Office Michael F. Miller, Jr., International Representatives Gavin Koon, Scott D. Harbinson, Steve Aredas, Daniel E.

### ST. LOUIS, MISSOURI • JULY 23 - 27, 2007

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 fiveday 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. Gearns, 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. 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.

### ST. LOUIS, MISSOURI • JULY 23 - 27, 2007



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, 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, Carpenteria 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 THE-ATERS 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 TECHNI-CIANS, 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



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.

## 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.

### **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 Ouebec. 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 of 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, Ir. 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

### **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, ALBU-QUERQUE, 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 Twentyman, 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 in Quebec. mediator to resolve the problems

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 Twentyman, meeting members as well as Henri Masse, President of the Quebec Federation of Labor (OFL). The QFL publicly endorsed the efforts of the IATSE and stated it should be the only union representing workers in the motion picture industry

This was a report of significant and restore some stability to the progress. It was a team effort by the industry in the Province. After two various representatives of the IATSE

ST. LOUIS, MISSOURI • JULY 23 - 27, 2007

and gratitude was expressed to the Ouebec 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 Ouebec.

### **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, Hamilton Place and Copps Coliseum in Hamilton, Ontario. At first two 16(b) of the International Constitution, outstanding grievances were the International President declared a resolved and on March 28, 2007 a collective agreement was concluded and reached with retroactive increases to January 1, 2006.

### Inc. (HECFI). The operator of **LOCAL NO. B-173, TORONTO, ON**

Pursuant to Article Seven, Section State of Emergency in Local B-173 in Toronto. The General Executive Board was advised of the grounds and consented to the declaration. The July 27, 2007.

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,

### **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/I. Walter Cahill s/Matthew D. Loeb s/Mimi Wolch

Third Quarter 2007

Artists and Allied Crafts of the United States, its Territories and Canada, AFLCIO, CLC International Alliance of Theatrical Stage Employes, Moving Picture Technicians,



LATSE West Coast Office: 10045 Riverside Drive, Toluca Lake, CA 91602 • 818-980-3499 • fax 818-980-3496 LATSE General Office: 1430 Broadway, 20th Floor, New York, NY 10018 • 212-730-1770 • fax 212-730-7809

LATSE Canadian Office: 22 St. Joseph Street, Toronto, Ontario, Canada M4Y 1J9 • 416-362-3569 • fax 416-362-3483

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, TICK-ETplace, and the Kennedy Center in DC. Secretary Peter Clegg introduced Sister Mary Ahern who is ther 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 members, 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.

### **PORTLAND LOCAL CELEBRATES MILESTONE**



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!

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).



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.

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ON LOCATION

# 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 everincreasing 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 credabilty 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 membersunion 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 Employers 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 substandard 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 Employes (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 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

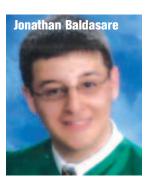
In addition to demonstrating academic ability, applicants are required to submit essays of no more than 500 words describing their career goals, detailing their personal relationship with the union movement and explaining why they are deserving of a union scholarship.

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. 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.









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 I 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, IONATHON ATKINSON, DANIEL ATNIP. IOHNNY AUSTIN, IOHN 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 BIVINS, OMAR 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 BYRNES, FRED BYRONS, RICHARD CABANA, ARMON CADAMAGNANI, TOM CAIN, GEMELE CALCAGNO, PAUL CALLENDER, ERNEST S. CALLOWAY, MARKUS CAMBRIA, JERRY CAMPBELL, LASON R. CAMPITELLI, ANTHONY

CAMPOREALE, MAURO

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# 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 Pro-



gram (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 work-places 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.

IATSE to provide the venues with an also major financial contributors to ETCP Certified Rigger at any rigging call and an ETCP Certified Head Electrician. Most contracts call for a IATSE said, "The ETCP is an invaluone to three year phase-in of the able program that gives our workrequirement. Some of the first venues to implement the agreements are Live Nation theatres in Baltimore, Indianapolis, Minneapolis and The IA has taken the initiative in Philadelphia. Live Nation amphitheatres in Charlotte, Hartford, Holmdel (NJ), Kansas City, Tampa, Washington, DC and West Palm Beach have us. The agreements with Live also added certification language to Nation and Global Spectrum honor IATSE agreements.

tor of Labor Relations at Live example." Nation, commented "ETCP certification for our riggers and electri- ated between Live Nation and Globcians 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 Certified Technicians. Many IATSE an industry standard for these Locals around the country have skilled employees."

strong supporters of the Entertain- in anticipation of contractual ment Technician Certification Pro-requirements. gram since the beginning. Both ly involved in the development of 244-1505.

The new agreements call for the program. Both organizations are

President Thomas C. Short of ing members certification and recognition for the highly technical skills they need and use every day. seeing that the health and safety of our members and that of their colleagues, is of utmost importance to that initiative and we look forward Christopher Brockmeyer, Directo other employers following their

The existing agreements, negotial 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 been actively encouraging their Live Nation and IATSE have been members to become ETCP Certified

For more information about organizations hold seats on the ETCP visit http://etcp.esta.org, email ETCP Council and have been active- certification@esta.org, or call 212-

### **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 Moselev-Bennett, ETCP Certification Coordinator, at 212-244-1505 or 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 Llombart. 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**

who attended the Stage Caucus that was held in conmeeting on July 17, 2007 in St. Louis. The seminar the most seasoned attendees. given by attorneys Jim Varga, Dale Short, Frank knowledge, experience, and expertise of the local representatives attending the caucus varied widely. While the seminar was most useful to new officers members.

Thank you to all the Local Union representatives and those who have limited opportunities for mentoring and Labor Studies courses in the cities where junction with the Summer General Executive Board they reside, there were good insights raised for even

Experience is a good teacher, but it should not be Moss, and Bernie Fishbien focused primarily on your only teacher. All Officers of Local Unions, and all Labor Law as it affects collective bargaining. The 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

# ON THE ROAD

between the I.A.T.S.E. and The League should contact the General Office. 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 make to the Health and Welfare summarized below.

gories have been increased by \$30, \$25 and \$25 during years 1, 2 and 3 of the Agreement, respectively. The 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 teria that qualify a production to tour

Pink Contract negotiations members with questions on this topic

diems will be increased to conform to the per diem amounts negotiated between the Employers and Actors' Equity Association.

The contribution that employers Funds will increase from \$29.00 Minimum wage rates in all cate- 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 memnew wage rates are listed in the chart bers 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. receipts. There are other, existing cri- In January of 2008 the Annuity contribution paid for Publicity and under a Modified Pink Contract and Promotions will be raised to 14.5%

then will go to 15% on January 1, 2009. Additionally, in the third year As is the current practice, per 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:

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

### 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
Heads	\$950	\$975	\$1,000
Assistants	\$850	\$875	\$ 900
Heads (Modified)	\$805	\$830	\$ 855
Assistants (Modified)	\$705	\$730	\$ 755

### A REMINDER TO PINK CONTRACT EMPLOYEES-

### DO NOT INTERPRET A LOCAL UNION'S CONTRACT

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.

ards should honestly inform traveling Department smooth and efficient as possible.

It is not the job of the road crew to get involved 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 Similarly, local union Business Agents and Stew-should work together to make each production as



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

Council is proud to announce that twenty-eight certificamore. Computer-based exams are available at 190 testtions were awarded today to members of IATSE Local ing centers across the Unites States and Canada. Candi-873. On May 12, 2007, both the Arena and Theatre Rigging exams were administered at the union hall in application forms, are available online Toronto. Of the twenty-eight certifications granted, eleven individuals hold both certifications.

IATSE Local with the most certified technicians in please contact Meredith Moseley-Bennett, ETCP North America, and they have arrived as a presence at Certification Coordinator, at 212-244-1505 or ETCP. Bob Daprato, who sits on the Executive Board certification@esta.org. of Local 873, arranged for the paper and pencil exams to take place, and says "I couldn't be more proud of from entertainment business, labor, facilities, associamy brothers who took the exams and all their hard tions, and academia representing the diversity of the work is evident in the results. I am excited that we entertainment industry. Membership includes AMPTP, have achieved our goal of most certified technicians in CITT, CCE, ESTA, IAAM, IATSE, InfoComm, The League, an IATSE local in North America."

Paper and pencil administrations of any of the ETCP ed to promote industry safety.

The Entertainment Technician Certification Program exams may be arranged locally for groups of 10 or date information, including eligibility requirements and

If you would like the examination information and application forms mailed or emailed to you, or would Local 873 made a commitment to becoming the like to schedule a local paper and pencil administration,

> The ETCP Council members are key leaders drawn PRG, TEA, and USITT. ETCP is an ESTA initiative creat-

# 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**



ing, 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 64 of Wheel-

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 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 is 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 Barny 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 U	NLAWFUL FOR THE IATSE-PAC TO C	OLLECT MONIES FROM OUR CANADIA	N MEMBERS)
vame:			
Occupation:			
.ocal No.:			
Jurrent Employer*:			

\*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.



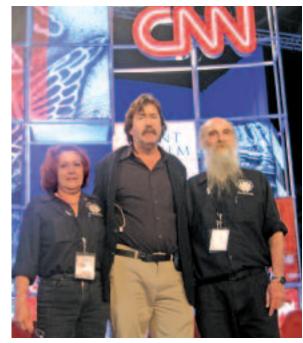
This photo is of the crew and production staff of "Marriage of Figaro" presented at the San Diego Opera, and has been taken on the Act III set of "Marriage of Figaro" owned by San Francisco.



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".



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.



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

### ON THE SHOW FLOOR





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.

### IN MEMORIAM

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



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Jon Cheren	491	Janet Mayer	700	Albert Angus Clark	728	Rod Currie	891
March 3, 2007		April 20, 2007		December 11, 2006		Jeremy Deighton	891
Rufus Best, Sr. February 3, 2007	491	<b>Richard E. Reilly</b> April 9, 2007	700	<b>J.C. Sheets</b> February 4, 2007	764	Tom Krewenchuk	891
Elise Smith January 1, 2007	491	Phil Scott March 13, 2007	700	Ann Hull February 25, 2007	769	George Pavan May 17, 2007	891
Gerald Jones April 28, 2007	500	Vincent Letterse January 11, 2007	702	Tadao Murakami May 28, 2007	780	Hilma Rusu	891
						Alvin Shymkowich	891
William Zinser May 1, 2007	500	Theresa Mini April 10, 2007	702	Joseph Harris June 10, 2007	784	<b>V. Donfeld</b> February 3, 2007	USA829
<b>Matthew Chubet</b>	600	Margaret Ecker	705	Brian Eatwell	800	Susan Erenburg	USA829
January 1, 2007		March 10, 2007		Joseph Saraceni	804	March 4, 2007	
Thomas Loizeaux	600	Don Feld	705	March 26, 2007		Florence Klotz	USA829
January 20, 2007		February 3, 2007		<b>Rudi H. Koenen</b> January 16, 2007	835	November 1, 2006	
Albert S. Antoian March 17, 2007	632	Richard James January 13, 2007	705	Sheila Brown	839	<b>Oren Parker</b> January 29, 2007	USA829
Raymond D. Crowley	683	Kathleen McCandless	706	Ianuary 17 2007	-,	Chris Parry	USA829
January 28, 2007	000	February 28, 2007	, 00	Ann Fuller	849	January 21, 2007	
Alan G. Gorth	683	Robert Terminella	705	January 10, 2007		Paul Petroff	USA829
February 15, 2007		January 21, 2007		<b>Kevin Alanthwaite</b> March 11, 2007	873	January 25, 2007	
Wallace R. Bearden	695	John Inzerella	706	Neil Gover	873	Gretchen Hunnicutt January 1, 2007	B-20
August 5, 2006	(O#	April 23, 2007	=0(	January 4, 2007	073	Kenneth W. Stodd	B-20
John L. Coffey January 13, 2007	695	<b>Ben Lane</b> June 10, 2007	706	David Ritchie	873	February 12, 2007	D-20
Aaron Katz	695	Tom Miller	706	January 25, 2007		Stanley Weiss	B-751
February 20, 2007	4//	April 25, 2007	700	Dave Usher	873	March 2007	
David Ronne	695	Sheral Ross	706	March 16, 2007	00.5		
January 23, 2007		May 29, 2007		Andrea Boorman	891		

### 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 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 Tarant 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.

### 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, Oleen Meadows Kidd, retired member of Local 574, sons Jerry of Local 574, Jinx of Local 16, San Francisco, CA and daughter-in-law Terrianne of Novato, California; grandson Dr. Jason Kidd of Fort Collins, Colorado; and his extended family, Bernie Cranford of Winston-Salem.

IN MEMORIAM

# Remembering Mike McKenzie

Local 38 mourned the passing of Brother Mike McKenzie on April 18, 2007. Brother McKenzie received his membership card in 1963. A 3rd-generation stagehand, Mike's surviving brothers Bob and Bruce also work in the business.

Brother McKenzie spent his early years working theatres and TV studios in Detroit. In the pre-videotape era, Mike was a pioneer in modern automotive lighting techniques. In his years as gaffer for Wilding Studios, Mike worked on locations across the country lighting industrial films for Ford Motor Company. By the mid-70's, Brother McKenzie had established himself as one of the nation's foremost automotive gaffers, in demand by commercial producers across the country. Mike was 66 at the time of his passing.



The McKenzie brothers (left to right): Mike, Bruce, and Bob. Photo taken 1992.

### THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed. For those of you who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation.

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

Reference Letters:

**ADG&STGA** Art Directors Guild & Scenic, Title and Graphics Artists

AG&AOE&GA Animation Guild and Affiliated Optical Electronic and Graphic Arts

**AMPE** Airline Motion Picture Employees

**APC** Affiliated Property Craftspersons

**ATPAM** Association of Theatrical Press Agents and Managers

**C** Camerapersons

CDG Costume Designers Guild

CHE Casino Hotel Employees

 $\textbf{E,S\&CST} \ \textbf{Electronic, Sound \& Computer Service Technicians}$ 

**EE** Exhibition Employees

**EE/BPBD** Exhibition Employees/Bill Posters, Billers and Distributors

FAE First Aid Employees

ICG International Cinematographers Guild

LF/VT Laboratory Film/Video Technicians

**LF/VT/C** Laboratory Film/Video Technicians/Cinetechnicians

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

**MPEG** Motion Picture Editors Guild (inclusive of Editors and Story Analysts)

MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

**MPP,0&VT** Motion Picture Projectionists, Operators and Video Technicians

**MPP,O,VT&AC** Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

**MPP,O,VT&CT** Motion Picture Projectionists, Operators, Video Technicians & Computer Technicians

**MPP, VT&CT** Motion Picture Projectionists, Video and Computer Technicians

MPSAC Motion Picture Studio Arts Craftspersons

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

**MPSP&SW** Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

MPVT/LT/AC&GE Motion Picture Videotape Technicians/ Laboratory Technicians/Allied Crafts andGovernment Employees

**O** Operators

**PC,CP&HO** Production Coordinators, Craftservice Providers and Honeywagon Operators

**PST,TE,VAT&SP** Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

**S** Stage Employees

**SA&P** Scenic Artists and Propmakers

**SDMM** Set Designers & Model Makers

**S&FMT** Sound & Figure Maintenance Technicians

M Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

**SS,CC,A&APSG** Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialist Guild

**SS,PC,CC&PA** Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**T&T** Treasurers & Ticket Sellers **TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists

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S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, 1720 W. Magnolia Boulevard, Burbank, 91506-1871. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Peter Marley; (Legit) James M. Wright. **APC 044 HOLLYWOOD**-Elliot Jennings, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-1739) Bus. Aqt.: Edmond Brown.

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O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. Bus. Agt.: Donald E. Johanson (209-754-9966) (Fax: 209-754-9977).

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**AG&AOE&GA 839 HOLLYWOOD**-Jeffrey N. Massie, 4729 Lankershim Boulevard, North Hollywood, 91602-1864. (818-766-7151) (Fax: 818-506-4805) Bus. Agt.: Steven Hulett. **SDMM 847 HOLLYWOOD**-Suzanne Feller-Otto, 13245 Riverside Dr., #300-A, Sherman Oaks, 91423. (818-784-6555) (Fax:818-784-2004) Bus. Aqt.: Marjo Bernay.

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M 105 LONDON/ST. THOMAS/SARNIA, ON-Brad Stephenson, P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-433-5742) (Fax: 519-433-5742) Bus. Agt.: Terry Barker

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MPP,0&VT 173 PROVINCE OF ONTARIO-Philip DeBlasi, 13 Carr Drive, Ajax, ON, L1T 3E1 (416-697-0330) (Fax: 905-428-0763). Bus. Agt.: Rob McPherson.

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**O 262 MONTREAL, QC**-Gilles Cote, 3173 rue St. Jacques, Bureau E, Montreal, QC, H4C 1G7. (514-937-6855) (Fax: 514-846-0165) Bus. Agts.: (Proj.): Nabil Hanna; (FOH) Steve Moullois.

M 295 REGINA/MOOSE JAW, SK-Norm Daschle, 201-1808 Smith Street, Regina, SK, S4P 2N4. (306-545-6733) (Fax: 306-545-8440) Bus. Agts.: (Film) Scott Storm; (Stage) Ken Grad

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PC, CP&HO 411 PROVINCE OF ONTARIO-Robert Shea, 629 Eastern Avenue, Bldg. C, #300, Toronto, ON, M4M 1E4 (416-645-8025) (Fax: 416-645-8026) Bus. Aqt.: Robert Shea.

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MPSPT 514 PROVINCE OF QUEBEC-Claude Rainville, 705 rue Bourget, Bureau 201, Montreal, QC H4C 2M6. (514-937-7668) (Fax: 514-937-3592). Bus. Aqt.: Michel Charron.

M 523 QUEBEC, QC-Robert Masson, 2700, Jean Perrin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Guy Journeault; (Proj.) Dominic Bernier; (Wardrobe) Rina Campion.

M 580 WINDSOR/CHATHAM, ON- Franco leropoli, 538-430 Pelissier Street, Windsor, ON, N9A 4K9. (519-965-3732) (Fax: 519-256-4896) Bus. Agt.: Blake Beard.

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ICG 667 EASTERN CANADA- Vanessa Ireson, 9 Gloucester St., Toronto, ON, M4Y 1L8. (416-368-0072) (Fax: 416-368-6932) Bus. Aqt.: Richard J. Perotto.

**C 669 WESTERN CANADA**- Stephen McKnight, 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Donald Ramsden.

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/ MONCTON/FREDERICTON, NB-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson.

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**MPSPT 856 PROVINCE OF MANITOBA**-Joe Laurin, 454 Edmonton St., Winnipeg, MB, R2C 4K6. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Joe Laurin.

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**S 047 PUEBLO**-Bob Krasovec, P.O. Box 1488, Pueblo, 81003. (719-320-6220) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo. 81006.

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**S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.**-Dan Schoonover, P.O. Box 677, Fort Collins, 80522. (970-416-9082).
Bus. Agt.: David Denman (970-226-2292) (Fax: 970-490-2292).

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

### CONNECTICUT

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

**S 074 NEW HAVEN/WATERBURY**-Catherine Moore, P.O. Box 9075, New Haven, 06532. (203-773-9139) (Fax: 203-773-9139) . Bus. Agt.: Anthony J. Miconi, III.

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

**S 109 BRIDGEPORT/STRATFORD/FAIRFIELD**-Fred Phelan, P.O. Box 1294, Stratford, 06615. (203-260-6756) (Fax: 203-333-3077). Bus. Agt.: Gardner Friscia.

M 133 GREENWICH/DANBURY/NORWALK/STAM-FORD/WESTPORT/BRIDGEPORT-Daniel Kirsch, P.O. Box 6699, Stamford, 06904. (203-975-0133) (Fax: 203-975-0133) Bus. Aqt.: Jon Damast.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT**-Wendy Mooradian, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Lynne Twentyman.

### DELAWARE

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

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

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### **DISTRICT OF COLUMBIA**

**S 022 WASHINGTON**-John Page, 11247-B Lockwood Drive, Silver Spring, MD, 20901-4556. (301-593-4650) (Fax: 301-681-7141) Bus. Agt.: John Brasseux.

MPP,0&VT 224 WASHINGTON METRO. AREA-Clarence Crews, 1718 M Street, NW, PMB 311, Washington, 20036-4504. (202-526-1944) Bus. Agt.: Keith Madden

**SM&BT 487 MID-ATLANTIC AREA**-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

TWU 772 WASHINGTON-Shannon Lanham, 74 Stinson Court, Martinsburg, WV 25401. (304-262-8501) (Fax: 304-267-4030). Bus. Aut.: Jessica Evans.

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

**TBSE 819 WASHINGTON**-P. Renee Moore, P.O. Box 5645 Friendship Sta., Washington, 20016. (202-966-4110) Bus. Agt.: Carlos Castro.

**T&T 868 WASHINGTON**-Peter Clegg, P.O. Box 58129, Washington, 20037. (202-491-6206) Bus. Agt.: Michael Gilotte.

### FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Int'l Representative-in-Charge: Ben Adams, 1510 N. Fern Creek Ave., Orlando, 32803 (407-704-2788) (Fax: 407-704-2787).

M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Nick Ciccarello, P.O. Box 462, Jacksonville, 32201. (904-399-5201) (Fax: 904-399-5248) Bus. Agt.: Bruce L. Hudgens.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Howard Stein, 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda.

**M 412 BRADENTON/SARASOTA**-Jeff Bruski, P.O. Box 1307, Tallevast, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen (941-360-9672).

**SM 477 STATE OF FLORIDA**-George Cerchiai, 10705 N.W. 33rd Street, #110, Miami, 33172. (305-594-8585) (Fax: 305-597-9278) Bus. Agt.: Jack Nealy.

M 500 SOUTH FLORIDA-Alan Glassman, 4520 N.E. 18th Avenue, 3rd floor, Fort Lauderdale, 33334. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Alan Glassman.

M 558 DAYTONA BEACH-Vikki Lynn Hill, P.O. Box 534, Daytona Beach, 32115. (386-767-2022) (Fax: 386-767-2022) Bus. Agt.: Don Steadman.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Larry Gianneschi, 7463 Conroy-Windermere Rd., Suite A, Orlando, 32836. (407-295-5577) (Fax: 407-295-5335). Illinois Office: 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607).

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

**S 647 NAPLES/FT. MYERS/MARCO ISLAND**-Bill Utterback, P.O. Box 700, Estero, 33928. (239-498-9090) (Fax: 239-282-1346) Bus. Agt.: Maria Colonna (239-498-9090).

MPVT/LT/AC&GE 780 (Fla. Address - Also See IL.)-Andrew J. Younger, 3885 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Agt.: Andrew J. Younger.

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

**AG&AOE&GA 843 ORLANDO**-Brian J. Lawlor, 5385 Conroy Road, Suite 201, Orlando, 32811. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Brian J. Lawlor.

### GEORGIA

M 320 SAVANNAH-Michael Little, 1513 Paulsen St., Savannah, 31401. (912-232-2203) (Fax: 208-979-8533) Bus. Aut.: Wayne Roelle.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Suzanne L. Carter, 1000 Iris Drive, Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Act.: Michael Akins.

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

**S 629 AUGUSTA**-Rebecca Skedsvold, 2314 Washington Road, Augusta, 30904. (706-733-4139). Bus. Agt.: Bruce Balk.

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

**EE 834 ATLANTA**- C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30318. (404-875-8848) (Fax: 404-352-4185) Bus. Agt.: C. Faye Harper.

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

**S 927 ATLANTA**-Neil Gluckman, 659 Auburn Ave., NE, #221, Atlanta, 30312. (404-870-9911) (Fax: 404-870-9906) Bus. Aqt.: Neil Gluckman.

### HAWAII

M 665 HONOLULU-Eric Minton, 949 Kapiolani Street, #100, Honolulu, 96814. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Donovan Ahuna

### IDAHO

M 093 WALLACE/KELLOGG, ID/SPOKANE, WA-Jill Scott, P.O. Box 1266, Spokane, 99201. (509-230-5455) (Fax: 509-891-7380) Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

S 099 BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/STATE OF UTAH-Sarah Wood, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Patrick Heltman.

**EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT**-Int'l Representative-in-Charge William E. Gearns, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0715).

### **ILLINOIS**

**S 002 CHICAGO**-Thomas J. Cleary, 20 N. Wacker Drive, Suite 1032, Chicago, 60606. (312-236-3457) (Fax: 312-236-0701) Bus. Agt.: Craig P. Carlson.

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

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MPP,AVE&CT 110 CHICAGO-Steve Altman, 230 West Monroe St., Suite 2511, Chicago, 60606. (312-443-1011) (Fax: 312-443-1012) Bus. Aut.: Steve Altman.

- **S 124 JOLIET**-Tim Kelly, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch.
- **S 138 SPRINGFIELD/JACKSONVILLE**-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-787-5440) (Fax: 217-787-5440) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).
- M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Laura Prather, P.O. Box 172, Bloomington, 61702-0172. (618-558-4281) Bus. Agts.: Chris Fields; (Peoria) Tim Noe.
- **M 217 ROCKFORD**-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-637-2171)(Fax: 815-484-1085). Bus. Agt.: Tonya Austin
- **O 374 JOLIET/KANKAKEE**-Mark Alfeo, 1518 Bates Road, Joliet, 60433. (815-353-1483) Bus. Aqt.: Mark Alfeo.
- M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Aqt.: Michael Schmidt (618-967-2394).
- **SM 476 CHICAGO**-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.
- M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Monica J Cox, P.O. Box 3272, Urbana, 61803-3272. (217-621-2630) Bus. Agt.: Kevin G. McGuire (217-621-2630).
- ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Larry Gianneschi, 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607). Florida Office: 7463 Conroy-Windermere Rd., Suite A, Orlando, FL 32836. (407-295-5577) (Fax: 407-295-5335).
- **T&T 750 CHICAGO-**Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-509-8714) (Fax: 847-509-0587).
- **TBSE 762 CHICAGO**-International Vice President-in-Charge: Daniel DiTolla, 1430 Broadway, 20th floor, New York, NY 10018 (212-730-1770) (Fax: 212-730-7809).
- **TWU 769 CHICAGO**-Cheryl Ryba, 1250 Hunters Ridgewest, Hoffman Estates, 60192. (847-732-6326) (Fax: 815-836-3407) Bus. Agt.: Shirley Berling.
- MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Andrew J. Younger, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Agt.: Andrew J. Younger.
- ADG&STGA 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).
- USA829 ILLINOIS REGIONAL OFFICE (See also New York) - 203 North Wabash Avenue, #1210, Chicago, 60601. (312-857-0829) Bus. Agt.: J. Christopher Phillips.

### INDIANA

- S 030 INDIANAPOLIS/KOKOMO/RICHMOND/ EARLHAM COLLEGE /LOGANSPORT/ PERU/CON-NORSVILLE/ANDERSON/MUNCIE/PORTLAND-Haldon Whitehouse, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: Haldon Whitehouse
- **S 049 TERRE HAUTE**-David D. Del Colletti, 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) (Fax: 812-237-3954) Bus. Agt.: David Target.

- **\$ 102 EVANSVILLE**-Mark Fehr, 1130 E. Deleware, Evansville, 47711. (812-467-0287) (812-479-9288). Bus. Agt.: Steve Vanmeter (812-467-0287).
- M 125 LAKE PORTER/LA PORTE COUNTIES/ FORT WAYNE/LAFAYETTE/ FRANKFORT/ CRAFORDSVILLE - Greg Palmer, 2905 Dekalb St., Lake Station, 46405 (219-313-1136) (Fax: 219-962-1250). Bus. Agt.: Steve Choate.
- **S 146 FORT WAYNE**-James Seely, P.O. Box 13354, Fort Wayne, 46868. (260-403-1033) Bus. Agt.: John H. Hinen, Jr.
- O 163 CLARKSVILLE, IN/LOUISVILLE, KY-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-82-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN, 47119. (812-923-1295).
- M 187 SOUTH BEND/MISHAWAKA/ELKHART/ GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-273-4951) Bus. Agt.; Laura Sears.
- O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPORT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORT-LAND-Stephen A. Beeler, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.
- **O 373 TERRE HAUTE**-Richard Munn, P.O. Box 373, Terre Haute, 47808. Bus. Agt.: Richard T. Munn, 8774 N. Kennedy Cir. Dr., Brazil, 47834. (812-446-2722)
- M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK-Mark R. Sarris, 1600 N. Willis Dr., #192, Bloomington, 47404. (812-331-7472) Bus. Agt.: Mark R. Sarris.
- **EE 836 INDIANAPOLIS**-Jean Winegard, 1407 E. Riverside Drive, Indianapolis, 46202. (317-638-3226) (Fax: 317-638-6126) Bus. Act.: Jean Winegard.
- TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

### IOWA

- **S 042 SIOUX CITY, IA/OMAHA/FREMONT, NE**-Bill Lee, P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3571). Bus. Agt.: Bob Lane
- S 067 DES MOINES/AMES/WAUKEE/MASON CITY-MaryJo Williams, 897 85 Place, Pleasantville, 50225. (641-842-4703) (Fax: 515-457-8235) Bus. Agt.: Ryan Anderson.
- **S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Brad Frazee, P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall.
- M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/ DUBUQUE-Thomas E. Poggenpohl, P.O. Box 42, Iowa City, 52244-0042. (319-331-7136) (Fax: 319-643-3446) Bus. Agt.: David Caplan.
- **TWU 831 COUNCIL BLUFFS, IA/OMAHA, NE**-Alice M. George Holmes, 22108 Trailridge Blvd., Omaha, NE 68104 . (402-289-1914) (Fax: 402-334-2915) Bus. Agt.: Betty Haffner.

### **KANSAS**

- S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPO-RIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 304 W. 10th Street, Ste. 102, Kansas City, MO 64105. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.
- **M 190 WICHITA/HUTCHINSON/EL DORADO**-Anne Bailey, P.O. Box 3052, Wichita, 67201. (316-267-5927) (Fax: 316-267-5959) Bus. Agt.: Trucia Quistarc.
- **M 464 SALINA**-Susan Tuzicka, P.O. Box 617, Salina, 67401-0617. (785-667-2995). Bus. Agt.: Bill Tuzicka.

### **KENTUCKY**

ORTH

- S 017 LOUISVILLE/FRANKFORT/DANVILLE-James Tomes, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison.
- O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Flovd Knobs, IN 47119. (812-923-1295).
- M 346 LEXINGTON-Merrill Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.
- M 369 ASHLAND, KY/HUNTINGTON, WV/IRONTON, OH-Judy M Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair
- **TWU 897 LOUISVILLE**-Lisa Green, 5204 Saint Gabriel Court, Louisville, 40291 (502-491-1071) (Fax: 502-491-1071). Bus. Agt. Rita Gagliardi.

### LOUISIANA

- **S 039 NEW ORLEANS**-Michael Ray, P.O. Box 19289, New Orleans, 70179. (504-486-5769) (Fax: 504-342-2216) Bus. Agt.: Henry Guzman.
- M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK- George J. Hollier, 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455). Bus. Agt.: Todd J. Johnson.
- **S 298 SHREVEPORT**-Int'l Representative-in-Charge: Don Gandolini, 2308 Metairie Heights Avenue, Metairie, 70001 (504-494-1336) (Fax: 504-834-1336).
- SM 478 STATE OF LOUISIANA/SOUTHERN MIS-SISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.
- M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819. (225-933-9256).
- M 668 MONROE-Dan Saterfield, 400 Lee Joyner Expwy., Monroe, 71201. (318-329-2343). Bus. Agt.: Ross Slacks.
- **TWU 840 NEW ORLEANS**-Belinda Monistere, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

### MAINE

- S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Doug Born, P.O. Box 993, Portland, 04104 (207-657-7100). Bus. Agt.: Dave Herrman.
- **TBSE 926 AUBURN**-Lisa Gardner, 99 Danville Corner Rd, Auburn, 04210. (207-782-1800) Bus. Agt.: Steve Jacobs.

### MARYLAND

- **S 019 BALTIMORE**-Steve Wallace, 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Aqt.: Bruce Holtman.
- MPP,O&VT 181 BALTIMORE-L. Dave Foreman, 2701 W. Patapsco Ave., #110, Baltimore, 21230. (410-788-2856) Acting Bus. Agt.: Karl O. Gilbert.
- **SM&BT 487 MID-ATLANTIC AREA**-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAY-NESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nichols.

AMERICA

L. Supertor

**TBSE 833 BALTIMORE**-William E. Todd, Jr., P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Suzanne Herbert-Forton, 301 Stonewall Rd., Catonsville, 21228. Bus. Agt.: Marybeth Chase, 7427 Watersville Rd., Mt. Airey, 21771. (410-340-0049).

### **MASSACHUSETTS**

- **S 011 BOSTON/WALTHAM**-John Walsh, 90 Tyler St., 1st floor, Boston, 02111. (617-426-5595) (Fax: 617-426-6252) Bus. Ant.: John Walsh.
- **S 053 SPRINGFIELD/PITTSFIELD**-Valentino Larese, P.O. Box 234, Springfield, 01101. (413-739-1145) (Fax: 413-739-1145) Bus. Agt.: Kenneth Mattoon, Jr.
- **M 083 NORTH ADAMS**-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair.
- M 096 WORCESTER-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: (Stage) Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339); (Proj.) Thomas McGauley, 53 Townsend St., Worcester, 01609. (508-756-7202).
- O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCK-TON-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Aqt.: Ken Eisenberg.
- O 186 SPRINGFIELD/HOLYOKE/PITTSFIELD-Geraldine Hanley, 194 Kendall Street, Ludlow, 01056. (413-583-5170) Bus. Agt.: Kenneth A. Hanley.
- **M 195 LOWELL, MA./NEW HAMPSHIRE**-Deborah Terreson, P.O. Box 1011, Portsmouth, NH 03802. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).
- M 232 NORTHAMPTON/AMHERST-Paul Yager, P.O. Box 96. Deerfield. 01342. (413-687-3679) Bus. Act.: Ted Hodgen.
- **SM 481 NEW ENGLAND AREA**-James McDonald, 100 Tower Office Park, Suite E, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.
- **T&T 753 BOSTON**-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (978-744-7976) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn.
- **TWU 775 BOSTON**-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.
- M 792 PLYMOUTH/CAPE COD-Robert Woodward Jr, 18 West Pond Road, Plymouth, 02360. (508-747-0248) Bus. Agt.: Maureen Crockett, Box 180 Newton Jct., New Hampshire, VT 03859. (603-382-7348).

### MICHIGAN

- M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH-Matthew Taylor, 131 Caledonia, N.E., Grand Rapids, 49505. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Stasia Savage.
- S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Edwin J. Miller, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Timothy Magee.
- M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Laura Sears.
- MPP, VT & CT 199 DETROIT-Robert Troutman, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7666) Bus. Act.: Donald M. Lewis.

**S 201 FLINT/OWOSSO**-Edward Hinderer Jr., 967 Mann Avenue, Flint, 48503. (810-767-1580) Bus. Agt.: William Hinderer, 4272 Roundhouse Rd. #6, Swartz Creek, MI 48473 (810-635-4267).

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- M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/TRAVERSE CITY/ALPENA-Joel Wilkins, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: Carl Gratkowski.
- M 395 ANN ARBOR/MONROE-Derek Dubyak, P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Ant.: Cal Hazelhaker.
- **MPP,0& VT 472 FLINT/OWOSSO**-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-743-9475) (Fax: 810-743-2826) Bus. Agt.: Guy Courts.
- **T&T 757 DETROIT**-Jean Lakies, 27605 Ursuline, St. Clair Shores, 48081. (586-776-4655) Bus. Agt.: Frederick Schefsky.
- **TWU 786 DETROIT**-Diane McDoniel, 27830 Jefferson, St. Clair Shores, 48081. (586-771-3870) (Fax: 586-771-3870) Bus. Agt.: Beverly Llombart.
- **SM 812 DETROIT**-John DeMonaco, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: John DeMonaco.

### **MID-ATLANTIC AREA**

**SM&BT 487 MID-ATLANTIC AREA**-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

### **MINNESOTA**

- S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Royce Jackson, 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Dirk Ostertag.
- **S 032 DULUTH-**James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) (Fax: 715-392-8922) Bus. Agt.: Pat Morrissey, 5219 N. Shore Dr., Duluth, 55804. (218-525-0519).
- MPP, O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, 6066 Shingle Creek Pkwy., Suite 1161, Minneapolis, 55430-2316. (612-706-1450) Bus. Aqt.: Davin C. Anderson.
- M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Edward D. Searles, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund.
- **SM 490 STATE OF MINNESOTA**-Wendy J. Carr, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) (Fax: 612-627-9734) Bus. Agt.: William Devins.
- M 510 MOOREHEAD, MN/FARGO, ND- James Torok, P.O. Box 574, Fargo, ND 58102. Bus. Agt.: James Torok.

### **MISSISSIPPI**

- SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Aut.: Mike McHuoh.
- **SM 492 NORTHERN MISSISSIPPI/STATE OF TENNESSEE**-Theresa Morrow, P.O. Box 90174, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Beka Gregory.
- M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Aut.: Jill Lucas.

- M 616 MERIDIAN-Jerry Tucker, Jr., P.O. Box 2903, Meridian, 39302-2903. (601-481-5942) Bus. Agt.: Ken Rainey, Jr. (601-485-3019).
- M 674 BILOXI/GULFPORT-William A. Collins, 10094 Road 312, Pass Christian, 39571. (228-255-3301) Bus. Agt.: David Ashhv.

### **MISSOURI**

- **S 006 ST. LOUIS**-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Act.: John T. Beckman. Jr.
- S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 1613 Summit, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.
- MPP, AVE & CT 143 ST. LOUIS-Miron Vulakh, 6978 Chippewa, Suite 1, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Aqt.: William Watkins.
- M 421 CAPE GIRARDEAU, MO/HERRIN/CENTRALIA, IL-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: Michael Schmidt (618-967-2394).
- **SM 493 ST. LOUIS**-Cat Cacciatore, P.O. Box 410151, St. Louis, 63141. (314-614-0591) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen.
- **T&T 774 ST. LOUIS**-Mary Althage, 1032 Fairmount, St. Louis, 63139. Bus. Agt.: Angie Walsh, (314-647-9424).
- **TWU 805 ST. LOUIS-**Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-3455). Bus. Agt.: Karen Stone, 2433 Romaine Creek, Fenton, MO 63026 (636-282-2350) (Fax: 636-282-2293).
- **TWU 810 KANSAS CITY**-Lyn Ane Goodman, 11105 E. 50th Terrace, Kansas City, 64133. (816-353-4707) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

### **MONTANA**

- **M 240 BILLINGS**-Deborah Richard, P.O. Box 545, Billings, 59103. (406-962-3493). Bus. Agt.: Dave Bakker (406-855-1664).
- M 339 MISSOULA/KALISPELL/BUTTE/ANACON-DA/GREAT FALLS/HELENA-Michael Kronovich, 2022 Smelter Avenue, Black Eagle, 59414. (406-452-0307) (Fax: 406-727-2235) Bus. Aqt.: Neil Sheldon.

### **NEBRASKA**

- **S 042 OMAHA/FREMONT, NE/SIOUX CITY, IA**-Bill Lee, P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3581). Bus. Agt.: Bob Lane.
- M 151 LINCOLN-Eugene Trausch, P.O. Box 30201, Lincoln, 68503-0201. (402-465-5045) (Fax: 402-464-8100) Bus. Agt.: Tony Polanka.
- **O 343 OMAHA**-Lynn D. Rogers, P.O. Box 31653, Saddle Creek Station, Omaha, 68132. Bus. Agt.: Jeffrey K. Jenkins (402-676-9166).
- **TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-** Alice M. George Holmes, 22108 Trailridge Blvd., Omaha, NE 68104 (402-289-1914) (Fax: 402-334-2915) Bus. Agt.: Betty Haffner.

### **NEVADA**

- M 363 RENO/LAKE TAHOE-Charlotte Picerno, 30 Mary St., #14, Reno, 89509. (775-786-2286) (Fax: 775-786-7150) Bus. Aqt.: Craiq Marshall.
- M 720 LAS VEGAS-Deidra Prestridge, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-4703). Bus. Aut.: Jeff Colman.

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### **NEW ENGLAND AREA**

**SM 481 NEW ENGLAND AREA**-James McDonald, 100 Tower Office Park, Suite E, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

### **NEW HAMPSHIRE**

- M 195 LOWELL, MA./NEW HAMPSHIRE-Deborah Terreson, P.O. Box 1011, Portsmouth, NH 03802. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).
- **SM 481 NEW ENGLAND AREA**-James McDonald, 100 Tower Office Park, Suite E, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.
- **S 919 HANOVER/LEBANON, NH/BURLINGTON, VT**-Leslie Day, P.O. Box 951, Burlington, 05402-0951 (802-865-0570). Bus. Agt.: Maryam Mangan.

### **NEW JERSEY**

- S 008 CAMDEN/MERCER COUNTY, NJ/PHILADEL-PHIA, PA-Andrew Nolan, 2237 Hartranft Street, Philadelphia, PA 19145. (215-952-2106) (Fax: 215-952-2109) Bus. Agt.: Michael Barnes.
- **S 021 NEWARK**-Jacky Riotto, 2933 Vauxhall Rd., Millburn Mall, Vauxhall, 07088. (973-379-9265) (Fax: 908-964-0243) Bus. Agt.: William Lynch. (908-227-2204)
- SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.
- **S 059 JERSEY CITY**-Warren Gonzales, P.O. Box 3122, Secaucus, 07094. (201-583-1798) (Fax: 201-330-7998). Bus Aut.: Warren Gonzales.
- M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-909-1727) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.
- SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/
  CONNECTICUT-Wendy Mooradian, 630 9th Avenue, #1103,
  New York, NY 10036. (212-977-9655) (Fax: 212-977-9609)
  Bus. Agt.: Lynne Twentyman.
- M 534 MIDDLESEX/MERCER/UNION COUNTIES/OCEAN COUNTY/ASBURY PARK/LONG BRANCH-Carl Spataro, P.O. Box 722, New Brunswick, 08903. (732-565-9200) (Fax: 732-565-9300) Bus. Agts.: Craig Werner (732-539-4560); (Proj.) Jay Lynn (732-616-6337).M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.
- M 632 NORTHEAST NEW JERSEY-Judy Feltus, 36 Bergen Street, Hackensack, 07601. (201-457-1632) (Fax: 201-457-3362) Bus. Agts.: (Stage) Joe Villani; (Proj.) Miguel Rodriquez.
- **TWU 799 CAMDEN, NJ/PHILADELPHIA, PA**-Beverly S. Nolan, 200 Plymouth Place, Mercantville, NJ 08109. (856-662-8242) (Fax: 215-643-6705) Bus. Agt.: Elisa Murphy (215-643-1787).
- **CHE 917 ATLANTIC CITY**-Daniel Bauer, 4119 Atlantic Avenue, Atlantic City, 08401. (609-345-0550) (Fax: 609-345-4554) Bus. Agt.: Marc Zarych.

### **NEW MEXICO**

**M 153 LAS CRUCES, NM/EL PASO, TX**-Ignacio Flores, 609 Robinson, El Paso, TX 79902. (915-544-6818) (Fax: 915-544-8323) Bus. Agt.: Paul H. Enger.

- M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Ross Krantz, P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-883-6055) Bus. Agt.: Brian Shaffer.
- **SM 480 STATE OF NEW MEXICO**-Herb DeWing, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.
- **TWU 869 ALBUQUERQUE-**Susan Jones, 8159 Ventana Azul Ave., NW, Albuquerque, 87114. (505-897-6836) Bus. Agt.: Ann Schreiber (505-247-8474).

### **NEW YORK**

- S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Kevin McGarty and Michael Wekselblatt; (TV) Robert C. Nimmo and Edward J. McMahon, III.
- **S 004 BROOKLYN and QUEENS**-Terence K. Ryan, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Pete Fitzpatrick.
- **S 009 SYRACUSE/ROME/ONEIDA/UTICA**-Penny Gilbert, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Robert R. Merola (315-469-0057) (Fax: 315-469-0217).
- **S 010 BUFFALO**-Charles Gill, 82 Southcrest Avenue, Cheektowaga, NY 14225 (716-634-5529) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).
- **S 014 ALBANY/SCHENECTADY/AMSTERDAM**-Gail E. Farley, P.O. Box 11074, Albany, 12211. (518-427-1580) (Fax: 518-477-6677) Bus. Agt.: James Anziano.
- **S 025 ROCHESTER**-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.
- M 029 TROY-Shirley R. Regnier, Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) Bus. Agt.: Richard M. Regnier, Sr.
- SM 052 STATES OF NEW YORK/ NEW JER-SEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.
- **S 054 BINGHAMTON**-Mark A. Hoskins, 9 Lindbergh Street, Johnson City, 13790. (607-729-5057) (Fax: 607-729-6869) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).
- **TBSE 100 NEW YORK**-Int'l Representative-in-Charge: Daniel DiTolla, 1430 Broadway, 20th floor, New York, NY 10018 (212-730-1770) (Fax: 212-730-7809).
- M 121 NIAGARA FALLS/BUFFALO-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr.
- **SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT**-Wendy Mooradian, 630 9th Avenue, #1103,
  New York, NY 10036. (212-977-9655) (Fax: 212-977-9609)
  Bus. Aqt.: Lynne Twentyman.
- **O 253 ROCHESTER**-James Reilly, P.O. Box 10422, Rochester, 14610-0422. (716-352-5174) (Fax: 716-235-7262) Bus. Agt.: John Cooley, 295 Buckman Road, Rochester, 14626. (716-621-4192)
- M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 80 McDaniel Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).
- M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159).

MPP,O,VT, & AC 306 NEW YORK-Hugo F. Capra, 545 West 45th St., 2nd flr., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Miriam Pollock.

ORTH

- M 311 MIDDLETOWN/NEWBURGH/KINGSTON-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-374-3313) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).
- O 324 ALBANY-Stanley Blakeman, 171 East Side Drive, Ballston Lake, 12019, Bus. Aut.: John K. Hill (518-399-2085).
- S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Robert Sullivan, P.O. Box 160, Jericho, 11753. (516-781-0594) (Fax: 212-391-8320) Bus. Aqt.: Brian J. Frankel.
- M 353 PORT JERVIS/SULLIVAN COUNTY-John B. Senter, III, P.O. Box 1432, Monticello, 12701. (212-677-5711)
- M 499 POUGHKEEPSIE-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439) (Fax: 208-441-6915) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439).
- **M 524 GLENS FALLS/SARATOGA**-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).
- M 592 SARATOGA SPRINGS-Ronald Koval, 194 County Rd. 67, Stillwater, 12170. (518-587-9160). Bus. Agt.: Paul C. Koval, 196 County Road 67, Stillwater, 12170.
- ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and Illinois) Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).
- MPP, 0&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Michael P. Smith, 103 Cooper Street, Babylon, 11702. (631-422-8663) (Fax: 631-587-4722) Bus. Agt.: Robert B. Gottschalk, Jr.
- M 645 ROCKLAND COUNTY-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (845-568-0786) Bus. Agt.: Glenn Stroud.
- MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091)
- **LF/VT 702 NEW YORK**-William Andrews, 542 Eastbrook, Ridgewood, NJ, 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Act.: Joseph Truclio.
- M 749 MALONE-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.
- **T&T 751 NEW YORK**-Gene McElwain, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus, Reo.: Gene McElwain.
- **TWU 764 NEW YORK AND VICINITY**-Jenna Krempel, 545 West 45th Street, 2nd flr., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Francis Gallagher; (Film) James P. Hurley.
- TWU 783 BUFFALO-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 27 Warburton Pl., Buffalo 14223 (716-812-0783).
- **T&T 788 ROCHESTER**-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580. Bus. Agt.: Jack E. Klingenberger.
- **TBSE 794 NEW YORK**-David Hodges, P.O. Box 154, Lenox Hill Station, New York, 10021. (646-596-3539) (Fax: 212-734-8138) Bus. Agt.: Timothy Daughtry.

**MAHS 798 NEW YORK**-Joseph Cuervo, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664).

AMERICA

L'Superior

ADG&STGA 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina) - Stephen Hendrickson, 280 Riverside Drive, #14A, NewYork, NY 10025. (646-285-2699).

**TBSE 821 ELMIRA**-David Rockwell, P.O. Box 105, Gillett, PA 16947

**EE/BPBD 829 NEW YORK**-John V. McNamee Jr, 386 Park Avenue South, 13th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

- M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/ COBLESKILL/WALTON- Francis O'Brien, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Aqt.: William Pierce.
- TWU 858 ROCHESTER-Kathleen Olson, 21 Wimbledon Rd., Rochester, 14617. (585-338-7915). Bus. Aqt.: Anne Bowes.
- **ATPAM 18032 NEW YORK**-Gordon G. Forbes, 1560 Broadway, Ste. 700, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Thomas Walsh.
- USA 829 NEW YORK REGIONAL OFFICE-Carl Baldasso, 29 West 38th Street, 15th flr., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Michael McBride.

### **NORTH CAROLINA**

- M 278 ASHEVILLE-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-667-3220) (Fax: 828-667-2047) Bus. Agt.: Blaque H. Fowler.
- **M 322 CHARLOTTE/GREENVILLE**-Randy Raynard, 4037 E. Independence Blvd., #250, Charlotte, 28205. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435) .
- **M 417 DURHAM/CHAPEL HILL/RALEIGH**-Karen McClanahan, P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 919-477-5833) Bus. Agt.: Rob McIntire.
- SM 491 STATES OF NORTH AND SOUTH CAROLI-NA/SAVANNAH, GA-Andrew Oyaas, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Aqt.: Jason Rosin.
- M 574 GREENSBORO/BURLINGTON/HIGH POINT-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).
- M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-Bland Wade, P.O. Box 15338, Winston-Salem, 27113-0338. (336-399-7382) (Fax: 336-770-1448) Bus. Agt.: Patrick O. Kelly.
- ADG&STGA 800 SOUTHEAST OFFICE (See also California, Illinois and New York) John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).
- **M 870 FAYETTEVILLE**-Raymond A. Toler, Sr., 3501 Cedarhill Dr., Fayetteville, 28312. (910-484-7840) (Fax: 910-868-7840). Bus. Agt.: Alex Chance, Jr.

### **NORTH DAKOTA**

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, P.O. Box 574, Fargo, ND 58107. Bus. Agt.: James Torok.

### OHIO

- S 005 CINCINNATI/HAMILTON/FAIRFIELD/ SPRINGDALE/OXFORD-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.
- S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Kevin Campbell, 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, 2581 East Fifth Avenue, Columbus, OH 43219.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/ TIFFIN/FINDLAY- Manny Littin, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: Robert Revells.

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- S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/ SANDUSKY/ERIE COUNTY-Michael Lehane, 1468 West 9th St., Suite 200, Cleveland, 44113. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Dale W. Short.
- S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Helen Louie, 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie.
- M 064 STEUBENVILLE, OH/WHEELING, WV-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. (304-639-2516) (Fax: 304-242-6134) Bus. Agt.: Frank Scarnecheia.
- S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-279-3129) (Fax: 937-279-5185) Bus. Agt.: Kennith G. Rice
- **S 101 NILES/WARREN/YOUNGSTOWN**-Larry Mrus, P.O. Box 362, Youngstown, 44501. (330-747-9305)(Fax: 330-755-1531) Bus. Agt.: John Osborn.
- MPP,0&VT 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-John Galinac, 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.
- **SM 209 STATE OF OHIO**-Gil Gerity, Jr., 1468 West 9th St., Western Reserve Bldg., Suite 200, Cleveland, 44113. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan.
- M 369 IRONTON, OH/HUNTINGTON, WV/ASH-LAND, KY-Judy M Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair.
- **TWU 747 COLUMBUS**-Sandy Higginbotham, 723 Waybaugh Dr., Gahanna, 43230. Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).
- **T&T 756 CLEVELAND**-Glenn Barry, 17157 Rabbit Run Dr., Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Erin Patton.
- **TWU 864 CINCINNATI**-Mary Ann Wheeler, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.
- **TWU 883 CLEVELAND**-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.
- **TWU 886 DAYTON**-Sharleen Rafferty, P.O. Box 124, Dayton, 45401-0124. (937-277-7499). Bus. Agt.: Cynthia Closser.

### OKLAHOMA

- **S 112 OKLAHOMA CITY**-Scott Hartzog, P.O. Box 112, Oklahoma City, 73101-0112. (405-232-4793) (Fax: 405-231-2778) Bus. Agt.: Rick Carpenter.
- **S 354 TULSA/PONCA CITY-**Kerry Grisham, P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown.
- M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday.
- **TWU 904 TULSA**-Barbara Cosper, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

### **OREGON**

**M 028 PORTLAND/SALEM**-Robin Hoffmeister, 4949 S.E. 26th Ave., Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Chris Bateman.

**SM 488 PACIFIC NORTHWEST**-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR 97202. (503-232-9552) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) Robert Riggs.

**M 675 EUGENE/CORVALLIS/BEND**-Ruth M. Atcherson, P.O. Box 12217, Eugene, 97401. (541-344-6306) (Fax: 541-344-6306) Bus. Agt.: Mike Carpenter.

TBR&SE 793 PACIFIC NORTHWEST-Mark Willison, 2800 1st Avenue Ave., Seattle, WA, 98121. (206-245-6305). Bus. Agt.: Thomas Simons.

### **PACIFIC NORTHWEST**

- SM 488 PACIFIC NORTHWEST-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR 97202. (503-232-9552) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) Robert Riggs.
- **TBR&SE 793 PACIFIC NORTHWEST**-Mark Willison, 2800 1st Avenue Ave., Seattle, WA, 98121. (206-245-6305). Bus. Agt.: Thomas Simons.

### **PENNSYLVANIA**

- **S 003 PITTSBURGH/NEW CASTLE**-Shawn W. Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: D. Joseph Hartnett.
- S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Andrew Nolan, 2237 Hartranft Street, Philadelphia, 19145. (215-952-2106) (Fax: 215-952-2109). Bus. Aut.: Michael Barnes.
- SM 052 STATES OF NEW YORK/NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.
- **S 082 WILKES BARRE**-Michael Marancik, P.O. Box 545, Wilke-Barre, 18703 (570-824-1665) (Fax: 570-824-6060). Bus. Ant.: Joseph K. Jacobs. Jr. (570-824-4260).
- **S 097 READING**-David Neel, P.O. Box 7511, Reading, 19603-7511. (610-685-9797) (Fax: 610-374-7284) Bus. Agt.: Russell Hoffman (610-775-8145).
- **S 098 HARRISBURG/HERSHEY/CARLISLE**-Joseph Spackman, P.O. Box 266, Hershey, 17033-0266. (717-991-4411)(Fax: 717-657-1151) Bus. Agt.: Ted Weimer.
- **\$ 113 ERIE**-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-866-0198) Bus. Agt.: Kenneth Marchant.
- M 152 HAZELTON-Nicholas St. Mary, P.O. Box 24, Hazleton, 18201. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Marv.
- S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM-Matthew Calleri, P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Eric Wills.
- M 218 POTTSVILLE/MAHANOY CITY/SHENAN-DOAH/LANSFORD/SHAMOKIN-Alex Paskey, 215 W. Columbus St., Shenandoah, 17976. (570-462-3578) Bus. Agt.: Robert Spiess, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720)
- M 266 WARREN COUNTY, PA/JAMESTOWN/ CHAUTAUQUA, NY-Eric Bolling, 80 McDaniel Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).
- M 283 HANOVER/YORK COUNTY/GETTYSBURG/ LANCASTER COUNTY-Judi S. Miller, P.O. Box 7531, York, 17404. (717-846-4314). Bus. Agt.: Charles Reynolds.
- M 329 SCRANTON/PITTSTON-Patricia Martin, 2216 Comegys Avenue, Scranton, 18509. (570-563-1041) (Fax: 570-963-0856) Bus. Agt.: Gary Lippi (570-660-5665).

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SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Aqt.: Jean-Pierre Nutini.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINS-BURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nichols.

M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)-Patrick Gianella, 321 Fingal Street, Pittsburgh, 15211. (412-431-0264) (Fax: 412-431-0264) Bus. Aqt.: Patrick A. Gianella.

M 636 LEWISTOWN/STATE COLLEGE/HUNTING-TON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMS-BURG/SELINSGROVE/INDIANA-Kathryn Lake, P.O. Box 444, Boalsburg, 16827. (814-237-6702) (Fax: 814-235-9386). Bus. Agt.: Fred Park, Jr. (814-883-0769)

**T&T 752 PHILADELPHIA**-Jerry Kelly, P.O. Box 976, Bala Cynwyd, 19004-0976. (215-431-5184) Bus. Agt.: Daniel Ahearn.

TWU 787 PITTSBURGH-Deborah Termini, 9 Beltzhoover Ave., Pittsburgh, 15210-1009. (724-733-3082) (Fax: 412-471-7787) Bus. Aqt.: Judith A. Cupps.

**TWU 799 PHILADELPHIA/CAMDEN, NJ**-Beverly S. Nolan, 200 Plymouth Place, Mercantville, NJ 08109. (856-662-8242) (Fax: 215-643-6705) Bus. Aut.: Elisa Murohy (215-643-1282)

**TBSE 804 PHILADELPHIA**-Thomas Baginski, 6242 Wissahickon Avenue, Philadelphia, 19144. Bus. Agt.: Michael

**TBSE 820 PITTSBURGH**- James Bruwelheide, P.O. Box 110035, Pittsburgh, 15232. (412-622-1420) Bus. Agt.: Marji Murphy.

**T&T 862 PITTSBURGH**-Nancy Regan, 655 Penn Avenue, Pittsburgh, 15222. (412-456-7026) Bus. Agt.: Luke Doyle.

**TBSE 902 JOHNSTOWN/ALTOONA**-Bob Hess, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Joe McGinty.

### **PUERTO RICO/VIRGIN ISLANDS**

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Angel Lopez, Chile Street, #259, San Juan, PR 00918 (787-764-4672) (Fax: 787-756-6323).Bus. Agt.: Armando Cruz.

### **RHODE ISLAND**

M 023 STATE OF RHODE ISLAND-John Brennan, 58 Sampson Avenue, N. Providence, 02911. (401-231-6414) Bus. Agt.: Patrick Ryan, 6 Driftwood Drive, Barrington, RI 02806.

**SM 481 NEW ENGLAND AREA**-James McDonald, 100 Tower Office Park, Suite E, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

**TWU 830 PROVIDENCE**-Deborah Voccio, P.O. Box 8, Coventry, 02816. (401-826-2974) (Fax: 401-826-2974) Bus. Agt.: Frances Howe, 85 Pine Hill Road, North Scitvate, 02857. (401-647-9333).

### **SOUTH CAROLINA**

M 333 CHARLESTON/MYRTLE BEACH-Michael Coffey, P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: Greg Eddins.

M 347 COLUMBIA-Trustee: Int'l Representative Scott Haskell, 225 Cherry Tree Lane, Walterboro, 29488. (843-538-6641) (Fax: 843-538-4039).

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

### **SOUTH DAKOTA**

**S 220 SIOUX FALLS**-Sue Mott, P.O. Box 2040, Sioux Falls, 57101. (605-359-3977) (Fax: 605-297-0082). Bus. Agt.: Jeff Gortmaker

M 503 MITCHELL/HURON-Wade R. Strand, 25798 409th Street, Mitchell, 57301. (605-996-7533) Bus. Agt.: Tony Palli (605-996-1591).

M 731 RAPID CITY/BLACK HILLS AREA-Keith Koball, P.O. Box 2358, Rapid City, 57709. Bus. Agt.: Jim Bickett (605-342-7024).

### **TENNESSEE**

**S 046 NASHVILLE**-Deborah McCarley, 211 Donelson Pike, #203, Bldg A, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: James Robertson.

**S 069 MEMPHIS**-Scott Andrews, 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994)(Fax: 901-327-8626). Bus. Aqt.: Lonnie Simpson.

**S 140 CHATTANOOGA**-R.E. Hobgood, P.O. Box 132, Chattanooga, 37401. (423-400-8696) (Fax: 423-876-7985) Bus. Agt.: Chris Keene.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Charles J. Flenniken, P.O. Box 946, Knoxville, 37901. (865-256-6001) (Fax: 865-609-0750) Bus. Aqt.: Ronald Carrell.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI- Theresa Morrow, 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Robert Hill.

M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA-Earl Hughes, 418 Green Lee Road, Johnson City, TN 37601. (423-791-0868) (Fax: 423-929-2840) Bus. Agt.: Shelby Gene Coffey.

**TWU 825 MEMPHIS**-Dorothy L. Clark, 1472 Kinilwood, Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus. Act.: Dorothy Clark.

**TWU 894 KNOXVILLE**-Leslie Percelly, P.O. Box 14653, Knoxville, 37914. (865-659-9701) (Fax: 865-922-8608) Bus. Ant.: Roland Harkness.

**TWU 915 NASHVILLE**-Jodie Clark, P.O. Box 383, Hermitage, 37076. Bus. Agt.: Judy Resha (615-851-6055).

### **TEXAS**

**S 051 HOUSTON/GALVESTON**-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Butch Lange.

**S 076 SAN ANTONIO**-Carl Lenhart, 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Aut.: Raymond G. Sewell.

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-284-8596) (Fax: 817-284-0968) Bus. Aut.: Dean Horan.

**S 127 DALLAS/GRAND PRAIRIE/MCKINNEY**-George Shaw, 2805 Canton Street, Dallas, 75226. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: Carl Labry.

M 153 EL PASO, TX/LAS CRUCES, NM-Ignacio Flores, 609 Robinson, El Paso, 79902. (915-544-6818) (Fax: 915-544-8323) Bus. Aqt.: Paul H. Enger.

M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie Pinner, 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: Larry Allen.

**M 205 AUSTIN**-Bon V. Davis, II, P.O. Box 142, Austin, 78767. (512-371-1217) (Fax: 512-458-1507) Bus. Agt.: Jon Maloy.

**0 330 FORT WORTH/DENTON/GAINESVILLE**-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-598-1517) Bus. Agt.: Coleman Bennett.

ORTH

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Gerald Howard, P.O. Box 424, Killeen, 76540. (254-634-8005) (Fax: 254-754-5544). Bus. Agt.: William Sproul.

M 378 WICHITA FALLS-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman

**SM 484 STATE OF TEXAS**-Kurt Kornemann, 1514 Ed Bluestein Blvd., #106, Austin, 78721. (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Ken Rector.

M 604 CORPUS CHRISTI/HARLINGEN/MCALLEN/BROWNSVILLE-Jesse G. Gonzales, P.O. Box 969, Corpus Christi, 78403. (361-853-2276) (Fax: 361-853-7269) Bus. Agt.: Henry Reyes

TBSE 796 STATE OF TEXAS-Bradley Mitten, 6906 Pine Fern Lane, Spring, 77379. (281-799-0707) Bus. Agt.: Kevin Allen.

TWU 803 DALLAS/FORT WORTH-Sophia Shelton, 2805 Canton Street, Dallas, 75226. Bus. Agts.: (Dallas) Patsy F. Neumann (214-352-8418)(Fax: 214-352-8418); (Fort Worth) Masako Parshall (817-244-3123) (Fax: 817-244-9523).

M 865 ODESSA/MIDLAND/LUBBOCK-Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (915-381-2500) (Fax: 915-530-2223) Bus. Agt.: Lamont Furlow.

**TWU 896 HOUSTON**-Kathleen Pecha, P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Glinda Anderson.

AMPE 920 DALLAS/FORT WORTH-Carl Crosby, 909 Russell Lane, Bedford, 76148. (817-285-8201). Bus. Agt.: David Dick.

### UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALD-WELL/TWIN FALL/SUN VALLEY, IDAHO-Sarah Wood, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Patrick Heltman.

EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-Int'l Representative-in-Charge William E. Gearns, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0715).

### **VERMONT**

**SM 481 NEW ENGLAND AREA**-James McDonald, 100 Tower Office Park, Suite E, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

**S 919 BURLINGTON, VT/HANOVER/LEBANON, NH**-Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Maryam Mangan.

### **VIRGINIA**

M 055 ROANOKE/SALEM/DANVILLE/LYNCH-BURG/BLACKSBURG/RADFORD/STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-2748). Bus. Aqt.: James A. Nelson.

S 087 RICHMOND/PETERSBURG/CHAR-LOTTESVILLE/EMPORIA-Mark Garmon, P.O. Box 100, Sandston, 23150-0100. Bus. Agt.: John Fulwider (804-746-1601) (Fax: 804-746-1601).

M 264 NEWPORT NEWS/HAMPTON/WILLIAMS-BURG-Gregory S. Mitchell, P.O. Box 9124, Hampton, 23670. (757-838-9045) (Fax: 757-838-9045) Bus. Agt.: Amia Cannon, 106 Twin Oaks Drive, Hampton, 23666. (757-826-9191). S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/ VIRGINIA BEACH-Cheryl llardi, 720 Sendero Court, Chesapeake, 23322. (757-237-5058) (757-410-9897). Bus. Agt.: Dale Lee Evans.

AMERICA

**SM&BT 487 MID-ATLANTIC AREA**-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINS-BURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Aqt.: John Nichols.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN-Earl Hughes, 418 Green Lee Road, Johnson City, TN 37601. (423-791-0868) (Fax: 423-929-2840) Bus. Agt.: Shelby Gene Coffey.

### WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/BREMERTON/BELLING-HAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/BURLINGTON/CONCRETE/STAN-WOOD/LONGVIEW-Noel Clayton, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agts.: (Stage) William Wickline; (Proj.) Brian Whitish.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, P.O. Box 1266, Spokane, WA 99201. (509-230-5455) (Fax: 509-891-7380) Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

**SM 488 PACIFIC NORTHWEST**-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR, 97202. (503-232-9552) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen (503-232-1523); (Washington) Robert Riggs.

**TBR&SE 793 PACIFIC NORTHWEST**-Mark Willison, 2800 1st Avenue Ave., Seattle, WA, 98121. (206-245-6305). Bus. Agt.: Thomas Simons.

**TWU 887 SEATTLE**-Rita M. Brown, 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland.

### **WEST VIRGINIA**

M 064 WHEELING, WV/STEUBENVILLE, OH-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. (304-639-2516) (Fax: 304-242-6134) Bus. Agt.: Frank Scarnecheia.

**S 271 CHARLESTON**-Steven Wilson, 231 Eisenhower Drive, Charleston, 25302. (304-444-2689).Bus. Agt.: Brock Comer.

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

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, P.O. Box 293, Morgantown, WV 26507. (304-296-7549) Bus. Agt.: Peter McCumber.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINS-BURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389) Bus. Agt.: John Nichols.

### WISCONSIN

**S 018 MILWAUKEE/WAUKESHA**-James Luljak, 230 W. Wells St., Ste. 405, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Peter Misko.

M 141 LaCROSSE-Trygve Zielke, 2817 31st Street South, La Crosse, 54601. (608-787-7667) (Fax: 608-787-0610) Bus. Agt.: William Timm

Condition

**0 164 MILWAUKEE**-Donald Hoyt, 3260 North 95th Street, Milwaukee, 53222. (414-449-9444) (Fax: 414-259-9640) Bus. Aut.: Glenn Radtke.

M 251 MADISON/COLUMBIA/SAUK COUNTY-Justina Vickerman, 418 Farley Avenue, Madison, 53705. (608-358-2650) (Fax: 608-238-3492) Bus. Agts.: (Stage) Chris Gauthier; (Oper.) Tim Romano.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WIS-CONSIN RAPIDS/ MARSHFIELD/ WAUSAU-Virgil Myers, P.O. Box 3351, Oshkosh, 54903. (920-688-3272) (Fax: 920-688-1407) Bus. Agt.: Stephen Dedow.

**TWU 777 MILWAUKEE**-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, S85 W18384 Jean Ct., Muskego, 53150 (262-679-2806) (Fax: 262-679-2806)

### WYOMING

**S 229 CHEYENNE/LARAMIE, WY/FORT COLLINS, CO**-Dan Schoonover, P.O. Box 677, Fort Collins, CO 80522. (970-416-9082). Bus. Agt.: David Denman (970-226-2292) (Fax: 970-490-2292).

**M 426 CASPER**-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

# Local Secretaries and Business Agents of the Special Department Locals

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

Reference Letters:

AAE Amusement Area Employees

**AE** Arena Employees

**AFE** Arena Facility Employees

**AMTS** Admissions, Mutual Ticket Sellers

**B** Back Room, Film Exchange Employees **BPTS** Ball Park Ticket Sellers

F Front Office, Film Exchange Employees

MT Mail Telephone Order Clerks

T Theatre Employees-Special Departments

TSA Ticket Sales Agents

### **CALIFORNIA**

**T B18 SAN FRANCISCO**-Tom Mannion, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Tom Mannion.

T B32 SAN JOSE-SANTA CLARA COUNTY-Carol Jossi, P.O. Box 2832, Santa Clara, 95055. (408-260-7324) Bus. Agt.: Linda Rovval.

**T B66 SACRAMENTO**-Juanita Ruiz, P.O. Box 19063, Sacramento, 95819. (916-486-4809) (Fax: 916-482-8178) Bus. Ant: Richard Allen.

**AAE B192 HOLLYWOOD**-Donna Covert, 10999 Riverside Dr., #301, N. Hollywood, 91602. (818-509-9192) (Fax: 818-509-9873) Bus. Agt.: Donna Covert.

**CALIFORNIA SPECIAL BRANCH**-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

### CANADA

T B173 TORONTO/HAMILTON-Trustee: Int'l Representative Christine Greenlaw, 22 St. Joseph St., Toronto, ON M4Y 159 (416-362-3569) (Fax: 416-362-3483).

T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

**T B898 ST. JOHN'S, NL**-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Act.: Todd Leawood.

**T B906 CHARLOTTETOWN, PE**-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, CIA 1J1. (902-628-1864) (Fax: 902-566-4648).

### COLORADO

**T B7 DENVER**-Jan Miller, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

**T B30 DENVER**-Joy Steigleder, P.O. Box 21735, Denver, 80221-0735.

### **DISTRICT OF COLUMBIA**

TSA B868 WASHINGTON-June Carter, c/o Cocome, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8521) Bus. Aqt.: Antonio Bullock.

### **FLORIDA**

**AFE AE937 TAMPA**-Int'l Representative-in-Charge: Ben Adams, 1510 N. Fern Creek Ave., Orlando, 32803. (4070-704-2788) (Fax: 407-704-2787).

AE AE938 JACKSONVILLE-Mac Brown, P.O. Box 47336, Jacksonville, 32247-7336 (904-483-6292) Bus. Agt.: Gerald Albert.

### **ILLINOIS**

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

### INDIANA

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74 Official Bulletin



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