

Season's Savings



Special IATSE **discounts** make your holiday shopping a joy.

During the holiday season and all through the year...you can save on great gifts and take advantage of exciting offers **available only to IATSE members**. Here are some of the ways your IATSE membership can help you delight everyone on your list—while getting the BEST VALUE for every gift dollar you spend!

Computer and Internet Deals

- Save up to 12% on **Dell computers**—laptops, desktops, printers and more.
- Use **Union Plus Voice** with your broadband connection and save 85% on your phone bill.
- Get high-speed dial-up **Internet service** that's 5 times faster than 56K for only \$14.95 a month.



Clothing Discounts

- Get up to **10% off** quality, comfortable union-made apparel.
- Wide selection **for all ages and sizes**—every thing from golf shirts, henleys, sweats and jeans to dresses, oxford shirts and pants to kids' tees and sneakers.
- You also can order **gift certificates** for your friends.



Vehicle Rental Deals

- **Save up to 25% on car, van or SUV rentals** with Avis, Budget and Hertz.
- **Avis** car rental call **1-800-698-5685**. Reference # **B723700**
- **Budget** car rental call **1-800-455-2848**. Reference # **V816100**
- **Hertz** car rental call **1-800-654-2200**. CDP # **205666**
- **Save up to 10% on RV rentals** through Cruise America, the nation's number one supplier of motor home rentals.



AT&T Wireless Saving

- Take an additional **10% off** the regular rate of any individual or family **calling plan** purchased at an **AT&T Wireless** store and also receive a \$50 in-store credit when signing up for service*.

*The union discount is ONLY available at AT&T stores, NOT available through the phone, at any authorized AT&T dealer or kiosk. (If you call any AT&T customer service phone number, they cannot apply the discount.)



Flower Discounts

- Get **20% discount** on every order.
- Find a wide selection of beautiful **flower arrangements**, green and blooming **plants**, fresh table **centerpieces** and fragrant **seasonal wreaths**.
- Enjoy **same-day flower delivery** service (if ordered before noon in recipient's time zone).
- Call **1-888-667-7779** to place your order today.



For more information about **benefits** and **savings** available to IATSE members visit

www.UnionPlus.org/Gifts



IATSE Seasons Savings Ad-11/07

IATSE OFFICIAL Bulletin

FOURTH QUARTER, 2007

NUMBER 613

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

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

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

JPEG or TIFF file formats only please.

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

WWW.IATSE-INTL.ORG

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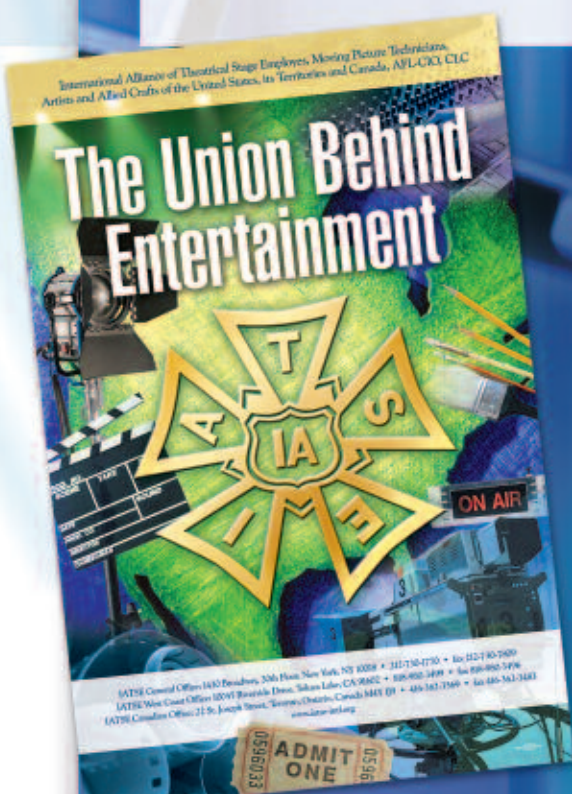
The OFFICIAL BULLETIN (ISSN-0020-5885) is published quarterly by the General Secretary-Treasurer of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, (IATSE), 1430 Broadway, 20th Floor, New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

Material for publication must be received before the first day of January, April, July, and October, to meet deadlines, respectively, for the First, Second, Third, and Fourth Quarter issues.

POSTMASTER: Send address change to the OFFICIAL BULLETIN, 1430 Broadway, 20th Floor, New York, NY 10018. Entered as periodical postage paid matter at the Post Office at New York, NY and additional locations.

Canadian Publications Mail Agreement No.: 40845543. Return Undeliverable Canadian Addresses To: B&M Mailing Services Limited, 35 Van Kirk Drive, Unit 15, Brampton, Ontario L7A 1A5. E-mail: bmcomm@pathcom.com

Subscriptions: IATSE members receive the OFFICIAL BULLETIN as part of their IATSE membership services. Nonmembers may subscribe for \$3.00 per year.



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

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

Election 2008- Coming Into Focus

With the 2008 elections just twelve short months away, it's time for those of us who care about creating a better America for working people to get up, get out, and make sure our voices are heard loud and clear. The candidates' campaigns have been in progress for quite a while now, and with the primaries almost upon us, things are moving into high gear. Now, at the primary stage, is when the issues that end up defining elections often come into focus.

It is absolutely crucial that union members make sure that candidates at all levels know that they have to take us, our families, and our concerns into account.

As you know, the excesses of the current administration and the corporate interests that support it have put the economy in a dismal state. Difficult times for many Americans are at hand. Many of our brothers and sisters—in our industry, and in others—are facing strikes, lockouts, and downsizing.

Something has to change, and we have to change it. With your help, the ball got rolling in the right direction in the 2006 elections. But that was just a start—even with a Democratic majority in Congress, the Employee Free Choice Act failed to pass. Meanwhile the NLRB has struck blow after blow against the labor movement—most recently by eviscerating the voluntary recognition process.

Fortunately, the momentum in the country at large has finally begun to shift our way. But that doesn't mean we can sit back and hope things turn out right. We all know that there are very powerful forces arrayed against us, who would be very happy to see things stay the way they are. We saw what happened in 2004. We have to do everything we can to make sure that this time, people don't get scared and distracted into voting for people who only understand the needs of corporations and the very wealthy.

With new leadership in Washington, there will once again be a chance to start turning the tide back—to replace stagnating wages and diminishing worker rights with prosperity for all and a fair chance for everyone who wants to work and have their work respected.

We can make this happen, but not without a lot of effort, starting now.

The Iowa primaries are just a few weeks away, on January 3 for the Republicans and January 14 for the Democrats. Many more states have their primaries on "Super Tuesday," February 5. Make sure you and friends and families are registered. Volunteer, go to rallies, make phone calls. None of us can afford to let this opportunity slip away.

A New Year, A New System

As the year draws to a close, the desire to wrap things up grows stronger. Projects that were started, but not yet completed take on a greater sense of urgency as December 31st approaches. In the General Office it is no different.

One of the major projects that has been ongoing during this past year is working with programmers to develop a completely new computer system that will help us track the information we need in a more accurate and productive manner. In our effort to continually improve the level of service we give to our local unions, this is the next logical step.

By combining our old Member and Roadman applications into one consolidated system, all critical information about members and their local unions will be stored in one single repository. There will be no more duplicate data entry, which will facilitate the accuracy of our data and increase the level of our efficiency.

By early next year, we expect to launch this new system in the General Office. Our staff will have the benefit of working with a robust system with increased reporting and tracking capabilities that will use far less paper. Many entries in files and on the Web site that now need to be handled manually will be performed automatically, freeing up more time for our staff to handle the needs of our members and their local unions.

From a local union point of view, the benefits and efficiencies of the new system will also be dramatic. By Web-enabling the system, we will be making it possible for local union Secretaries and Treasurers to change much of their communication with the International from a paper environment to that of an online environment. Locals will be able to file Quarterly Reports, update member information and place orders for stamps and supplies, all online over a secure network connection.

Once the system is fully operational we will be making it available to our local unions. It is expected that by the end of the First Quarter of 2008 we will begin granting access to local unions that have indicated an interest in using the new system. This will be done on a first come, first serve basis.

If you are a local union Officer that wants to get your local on the new system you should send an email to helpdesk@iatse-intl.org and reserve your place in line. It will take a number of months before we are able to grant access to all interested locals because we will need to work with each one to ensure their familiarity with the system and the accuracy of their data. However, by the latter part of 2008 we expect that we will have worked our way through what is expected to be a fairly lengthy list.



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 10:00 a.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



2008 SUPPLIES

In late November, the General Office began mailing the 2008 membership cards and supplies to those local unions that were in good standing with the International. Throughout December, we have continued to send supplies to local unions that have satisfied the good standing requirements.

If your local union has not received their 2008 supplies, the Secretary and/or Secretary-Treasurer should contact the General Office immediately to determine what obligations have not been fulfilled.

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.



The Actors Fund Celebrates its 125th Anniversary

The Actors Fund continues as the oldest, and largest, non-profit organization in the country continuously providing crucial and essential services to all professionals in the entertainment community. Since our founding by such people as Edwin Booth (the brother of John Wilkes Booth) and P.T. Barnum, and early support from the likes of Buffalo Bill Cody and Fanny Davenport, The Fund has been a leader in creating, providing and distributing resources for all members of the performing arts community. The anniversary year has been filled with events that honor our rich history of human service and raise awareness within the communities that need us most.

The Fund has always been a magnet for the participation of many major names in entertainment, from inaugural year events with Sarah Bernhardt to the support through the years of great entertainers like Helen Hayes, George M. Cohan, Katharine Hepburn, Colleen Dewhurst and Enrico Caruso. This anniversary year celebrates the spectacular tapestry of entertainers and industry professionals woven through the last 125 years, offering a unique history of entertainment in America since 1882.

A number of honors and awards marked the impact The Fund has had on the entertainment community. On May 7th, The Fund was honored with a special Lucille Lortel Award for "Outstanding Body of Work" and on May 24th the Outer Critics Circle recognized the Fund's

125 year history at their award ceremony in New York City. And, at the Theatre World Awards on June 5th, The Fund received special recognition for 125 years of service to the entertainment community. This fall The Fund will be honored regionally by prestigious performing arts organizations including the Ovation Awards in Los Angeles, the Jeff Awards in Chicago and the Barrymore Awards in Philadelphia.

In addition, The Fund hosted numerous 125th Anniversary special events in 2007, which kicked off on April 30th – which was declared Actors Fund Day in New York City – with the 125th Anniversary Gala sponsored by People magazine at the Waldorf-Astoria. In June, The Actors Fund was thrilled to host a "Life of an Actor" panel discussion featuring industry veterans Harvey Fierstein,

Christian Hoff and Michael Berresse at the 92nd Street Y. In September, The Fund presented The Actors Fund Medal of Honor to Studs Terkel at a ceremony in Chicago in recognition of his position as an artistic and cultural icon.

On October 15th, Actors Fund President Brian Stokes Mitchell took to the stage of Carnegie Hall for a sold out gala anniversary concert that included appearances by special guests Nikki Renee Harris, Heather Headley, Reba McEntire, Phylicia Rashad, and The Broadway Inspirational Voices. The evening also featured Patti LuPone presenting John Breglio with The Actors Fund Medal of Honor in recognition of his work on The Fund's behalf and his dedication to the entertainment community.

The Actors Fund was also featured in a special issue of Variety.



Actors Fund President Brian Stokes Mitchell and Entertainer Reba McEntire backstage before The Actors Fund's October 15th gala benefit concert at Carnegie Hall.

UNI-MEI GENERAL ASSEMBLY "ALL THE WORLD'S OUR STAGE"

Madrid, October 17-19, 2007

At the 5th UNI-MEI World General Assembly held in Madrid, Spain, hundreds of representatives from unions around the globe attended this 3-day conference with the agenda to discuss UNI-MEI's latest organizing efforts, elect new leadership and pledge to reinforce the fight against piracy, which threatens the national and global media and entertainment industries. Representing the IATSE were International President Thomas C. Short, International Vice Presidents Matthew Loeb and Daniel Di Tolla, Assistant to the President Debbie Reid, Director of Canadian Affairs John Lewis, International Representatives Scott Harbinson, Ron Kutak and Christine Greenlaw, and IATSE Canadian Counsel Bernard Fishbein.



President Short acting as Chairman of an Executive Committee Meeting alongside UNI-MEI Director Jim Wilson (right)



From left to right, Assistant to the President Debbie Reid, Suzanne Baekgaard, representative of FAF, Denmark, and International Representative Christine Greenlaw.



During a Conference Break, President Short sits with the UNI-MEI Delegates from Egypt

Motion Picture & Television Fund Honors President Short

International President Thomas C. Short was honored by the Motion Picture & Television Fund (MPTF) with its Silver Medallion Award at its third annual "A Fine Romance" fundraiser held Saturday, October 20th at the Sony lot in Culver City. The event, hosted by Catherine Zeta-Jones and Hugh Jackman, honored President Short for his efforts on behalf of the Fund and service to the organization. President Short is also on the Corporate Board of Directors of the Fund. The event, chaired by Jim and Ann Gianopulos, raised over \$1 million.

Director Taylor Hackford introduced President Short, whose remarks were followed by performances by Vanessa Williams, Shirley MacLaine,

Raul Esparza, Kristin Chenoweth, Anika Noni Rose, Dick Van Dyke, Chita Rivera, Jamie Campbell Bower and Jennifer Hudson.

The Silver Medallion Award was established in 1942 to recognize outstanding humanitarian achievement for the Motion Picture & Television Fund and the entertainment industry at-large. Past recipients include Lew Wasserman, Jean Hersholt, Gregory Peck, Jules Stein, Mary Pickford and Kirk and Anne Douglas.

"President Short's vision has enabled MPTF to bring our concept of taking care of our own into contemporary times where healthcare, prevention and wellness are critical components to the quality of life of

people in the entertainment industry," said David Tillman, M.D., president and CEO of the Motion Picture & Television Fund. "In his combined role as International President of I.A.T.S.E. and MPTF board member, he has strengthened MPTF and enabled us to expand our mission beyond the walls of our campus to serve not only members of the I.A.T.S.E. but also everyone in the industry. Under President Short's guidance, activity at our health centers has doubled and we have developed and deployed a disease management program. His contributions to MPTF are immeasurable and we cannot think of a more worthy recipient for the Silver Medallion Award."



Photo Credit: Danny Feld, Local 600

President Short with Jeffrey Katzenberg, CEO of Dreamworks Animation SKG.



President Short receiving the Silver Medallion Award from presenter Taylor Hackford



President Short (right) with Taylor Hackford (who presented the award) and Co-Host of the event Hugh Jackman

Los Angeles Local Celebrates Milestone

On September 15, 2007, First Aid Employees Local 767 celebrated its 65th Anniversary with a picnic for the Local's officers and members.



In front of Vice President Mark Gerald's fire engine, officers and members of Local 767.

LOCAL 38 HONORS SENIOR MEMBERS



Local 38 honored a group of senior members at their annual "Fergie's Feast" Picnic in August 2007. Pictured left to right: Edward Allen, Philip "Tippy" Johnson, Lawrence Biehl, Robert McKenzie, Joseph "Pat" Giluly and International Vice

President Tim Magee. Brother Johnson was presented with his Retirement Gold Card, the others received their 50-year membership scrolls. Vice President Tim Magee presented the honors.



Locals 48 and B-148 were participants in the Akron/Summit County Labor Day Parade in Ohio. The float bearing the "We Are Entertainment" marquee won Third Place for Best Float.



LOCAL 134 CONSTRUCTED THE FAMOUS SILICON VALLEY GARAGE START-UPS FOR GOOGLE.

Local 134 builders from left to right: John Tricks, Ben Floodman, James Lee, Trenton Winslow (on loan from Local 16/Island Creative), Charlie Ness, Mike Patnaude, James Simon, John DeWolf, Randy Merten, and Mac Kaplowitz. Photo by Dale Maggio, steward, Local 134.



IATSE Local 67 President, John Pomeroy (right) presenting a check to Jeff Chelesvig, President & CEO of the Civic Center of Greater Des Moines for a contribution the Local has made to the Musical Chairs Campaign at the Civic Center. Local 67 felt it was important to give back to their community and what better way to support the arts at a venue the Local currently has a contract with.



Exhibition Employees Local 829 protested Unfair Labor Practices against Metropolitan Pavilion in New York City. The day ended with a successful signed contract.

Problems Paying Your Mortgage?

New Save My Home Hotline Can Help.

If your adjustable rate mortgage (ARM) payments have increased or you are facing other challenges in being able to afford your mortgage, the Union Plus Save My Home Hotline may be able to help.

Free, confidential counseling is available from HUD-certified housing counselors who can help you develop a budget, answer your questions and explain the strategies available to help you avoid foreclosure.

If you are unable to make your mortgage payment:

- 1. Don't ignore the problem**
- 2. Contact your lender**
- 3. Talk to a HUD-certified housing counselor**

Call the Union Plus Save My Home Hotline at

1-866-490-5361



Or visit UnionPlus.org/SaveMyHome



*"Even if you are on the right track,
you'll get run over if you just sit there." - Will Rogers*



DID YOU KNOW...?

**COPD is the 4th leading cause of death and the
2nd leading cause of disability in the United States.**

What is COPD?

Chronic Obstructive Pulmonary Disease (COPD) is a lung disease in which the lungs are damaged, making it hard to breathe. In COPD, the airways are partly obstructed, making it difficult to get air in and out.

Who is at risk?

Cigarette smoking is the most common cause of COPD. Most people with COPD are smokers or former smokers. Breathing in other kinds of lung irritants, like pollution, dust or chemicals, over a long period of time may also cause or contribute to COPD.

What are the signs and symptoms of COPD?

- Cough
- Sputum (mucus) production
- Shortness of breath, especially with exercise
- Wheezing
- Chest tightness

For more information on COPD, contact the Will Rogers Motion Picture Pioneers Foundation toll-free at 888-994-3863. The following booklets and pamphlets are available in print or can be downloaded at www.wrinsitute.org:

- *Managing Your Chronic Obstructive Pulmonary Disease (COPD)*
- *COPD: Are You at Risk?*
- *Breathing Better with a COPD Diagnosis*
- *What is COPD?* (available on-line only)

Since 1936 the Motion Picture Pioneers Assistance Fund has provided assistance for members of the theatrical community who are encountering an illness, injury or life changing event. If you know someone in the industry who needs our help, please have them contact us.



**motion picture
pioneers
assistance
fund**

**888-994-3863
www.wrpioneers.org**



**Managed by the Will Rogers
Motion Picture Pioneers Foundation**



Getting It Right!

By David Geffner

THE IATSE NATIONAL BENEFIT FUNDS OFFICE IN NEW YORK CITY

Anne J. Zeisler, Executive Director of the IATSE National Benefit Funds, stares into a thick vanilla-colored folder filled with hand-written letters from plan participants and, for the first time all day, is at a loss for words.

The Bronx-born Zeisler, whose father was a milkman with Local 584 dairy-workers and whose mother was a store worker, has a quick-witted delivery and intellectual toughness that screams New York native. But gazing at so many personal accounts of how her team of more than sixty employees has affected individual lives, has left her speechless. "You asked me how we know the changes we've made in this office are having an impact," Zeisler says softly, as my daylong visit to their new facility, a few blocks south of the New York Public Library on Fifth Avenue, draws to a close. "This is how we know." She spreads the many letters out across a nearby conference table. "The plan partici-

pants actually take the time to tell us we're getting it right."

Getting it right for Zeisler and a far-reaching team of associates that includes her own department heads, union and employer trustees, staffing consultants and technology vendors, and a team of professional advisors that includes attorneys, accountants and actuaries, has been challenging, to say the least. The IATSE National Benefit Funds, made up of multi-employer funds for pension, health & welfare, annuity, vacation and 401(k), has experienced growth on a magnitude never-before-seen in its history (see graph on page 18). From 2001 until the end of 2006, employer contributions into the National Benefit Funds,

which covers workers across all spectrums of the Alliance - from Broadway road shows in Indiana, to low-budget films in Louisiana to sporting events and trade shows in Las Vegas - increased by 163 percent; participants in the Health & Welfare Fund alone went from 8,900 members and dependents to more than 27,500, a jump of 209 percent in five years. The biggest engine for skyrocketing enrollment has been the success of IATSE organizers. "You can point to a lot of factors as to why the Funds have taken off," Zeisler told me. "Added productions in film and television, a strong economy, more opportunities in trade shows and theme parks. But at the end of the day it comes down to organizing. President Short's mantra has been let's get everyone we can into a plan so even the newest of our members have health coverage, and, more importantly, something other than social security to fall back on when they retire."

The sharp rise in enrollment was the good news when Zeisler came on-board four years ago. The flipside of all that rapid growth was how best to increase staffing levels, update outdated technology, and replace a facility designed for a much smaller participant base. "There were 24 employees working in an 8,400 square-foot office when I came in, and the staff was overwhelmed by all the complex new benefit plans [and the contracts that support them]," Zeisler adds. "It was impossible to keep pace." Unlike many other large union plans, whose base

includes tens of thousands of employees, the National Benefit Funds has no strict standards on how each contract can differ, and, consequently, how detailed and complicated each one can get. "It's simple cause and effect," Zeisler says. "The best way to bring more participants into the base is to give the IATSE locals maximum flexibility and allow for plans so nuanced that they require a large team of experienced benefit professionals to administer. Structure, staff, and technology had to reflect our tremendous growth."

After getting the blessing of the 14 trustees who oversee the Funds - seven on the union side and seven on the employer side - Zeisler met with reps from comparable entertainment industry funds to shape a workable model for change. "We talked to AFM, AFTRA, Actor's Equity, and the Motion Picture Industry Plan, to analyze their organizations," she recalls. "Those are all union funds with similar structures within our same industry, and they were generous in sharing information. The next step was hiring a neutral third party to overhaul our technology." Enter WinMill software, Manhattan-based consultants whose niche is designing computer systems for union benefit funds. WinMill spent five months on-site learning the heart of the group's operation. Then they sat down with Zeisler to help craft a ten-year plan that included new software and phone systems and projections for increased staffing. "We wrote a 120 page document called an RFP (request for proposal) that outlined all of their business processes and what needed to be changed," explains WinMill's president, Kevin Kilgore, a one-time manag-

er for consulting giant Accenture. "The RFP was sent out to the top eight vendors who identified whether they would create new software from scratch or modify one of their existing packages, and how much it would all cost. Everyone put their heads together to decide which vendor provided the best ROI (return on investment) and the wheels were put in motion with Syntonic Systems, Inc. Given how frequently the contracts and plans change at this Fund, and how difficult it is to write code that reflects such nuanced language, the goal was to build a very robust system. Thirty percent of the new software is in, with the remaining 70 percent coming on-line in 2008."

Kilgore, who has overseen similar overhauls for other union funds, says adapting data two decades old into a modern computer system was challenging. "The office was really backlogged when we came in," he continues, "so helping Anne bring on more staff was the first priority. In the

course of weeding through old data, which had gone through several migrations to various computer systems, we found gaps and holes, or areas where there was no data at all and had to be recreated. It's time-consuming, but par for the course." Eliminating a six-month backlog of remittance reports (and drastically cutting down the time it took for employer contributions to reach the accounts of participants) was Zeisler's first goal, irrespective of how quickly WinMill could get new computer systems on-line. "What participants need to understand is that the money employers contribute into their various plans does not instantly show up in their accounts, or get paid to their health providers the same day they worked," says Zeisler. "It takes 30 days before the check even reaches our office, and anywhere from 2-4 weeks for us to process. Once our new computer systems are all on-line in 2008, we plan to shave another week off that cycle. Participants are now

Anne J. Zeisler, Executive Director of the IATSE National Benefit Funds



Jackie Dowling, Director of Benefits (fifth from the left) and the Benefits Department.





Left to right: James Takami, Director of Finance, Andrew Serrano, Audit & Collections Supervisor, and Rosalina Roldan, Accountant Supervisor

President Short's mantra has been let's get everyone we can into a plan so even the newest of our members have health coverage

-Anne J. Zeisler

looking at about 2 months from the day they work until their money shows up, which is an excellent turn-around period in any industry."

Zeisler is quick to credit any successes to her management team. Structured like a small corporation, the IATSE National Benefit Funds now has directors heading up five key departments: Benefits, Contracts and Contributions, Finance, Human Resources and Administrative Services, and Information Technology. Each department has divisions led by supervisors, who oversee staff members in areas like contract analysis, collections, facilities, and computerized scanning and imaging of employer contribution reports and contracts. (By the end of 2008, when Syntonic delivers the remainder of the outstanding computer systems, the Funds will be fully "paperless." Documents like marriage licenses and birth certificates for dependents will be scanned into a permanent "digital record" that participants can view on the Funds' secure website.) On Win-Mill's recommendation, the Fund staff was increased to 65 employees. That allowed for a new call center, with dual station computer monitors that let supervisors instantly add personnel to handle waiting calls, and for participants' computer records to pop up on-screen when service reps pick-up the phone. (Call center employees are devoted exclusively to answering and responding to calls from Plan participants and providers, dentists, doctors,

pharmacies, as well as IATSE Local reps and participant beneficiaries.)

"The key for us is good communication and helping the participants understand what each of these plans does and how best to select them," notes Jackie Dowling, Director of Benefits, who's been working for different New York City-based union funds since 1990. "The most common questions we get are issues of eligibility and how employer contributions tie into participant CAPP accounts. The volume of phone calls, which can reach several hundred a day during periods of great change [like the recent Plan C3 that's been added on the health and welfare side] is always a challenge because we want to make sure we service everyone." Dowling says that if there were one message she has her staff send out [to plan members] it is: open and read your mail. "People ignore their quarterly statements, for example, and then call us a month later in a panic because their health coverage has lapsed," says Dowling. "Our goal is to have everyone participating in their benefits plans just as they do with their checking or credit card accounts."

Managing the flow of money at the National Benefit Funds, which will take in more than \$120 million in contributions in 2007, or roughly several thousand checks each week, is the job of James Takami, Director of Finance. Takami, who used to work on the regulatory side of Wall Street, says track-

ing all those checks remains a challenge - at least until the new computer systems are finalized next year. "We pay out about \$50 million in benefits," he observes, "and undertake collections operations. It's vital we maintain solid internal controls over how all that money is received and paid out. Eventually we'll move to a lockbox system, where contributions are delivered directly to the bank and everything is done online through secure networks and servers." Takami notes that the National Benefit Funds are in better financial shape than any other period in their history. Total assets through October of 2007 were more than \$544 million - a 66 percent increase from six years ago. The Pension Fund is fully funded, meaning all 10,000 individuals due to be vested, along with all those currently vested will receive their retirement benefits regardless of any mitigating economic circumstances. Likewise for the Annuity Fund, which includes two 401(k) plans and has enjoyed more participant self-direction than comparable annuity funds in other industries.

Joel Segal, Director of Information Technology, is another executive who, like incoming Director of Contracts and Contributions Michael Fife, elected to transpose his corporate skills onto union benefits. Segal was home celebrating the birth of his first child when I visited, so information technology specialist Victor Matos explained how he and Segal have helped Fund



Contracts and Contributions Department.

employees adapt to the new workflow. "All the new software is Windows-based, so the learning curve was less steep than you'd imagine," he says. Matos describes the new in-house computer network he and Segal oversee "as totally HIPAA (Health Information Portability and Accountability Act) compliant and fully secure. We can customize different levels of access based on an employee's role in the organization," adds Matos. "And with all our documentation now being digitally scanned, customer service reps can actually retrieve individual letters from members that have been imaged into the network. The new system can also create an unlimited amount of letter templates, which the staff designs to suit their individual departments."

Kilgore says that while all this sophisticated back-office software has been WinMill's prime focus, it's the website that's had the biggest impact. "The site was only a tangential part of our job," Kilgore explains. "But it's become vital to members because it is the face of the Funds they see every day." Website improvements now allow participants to create their own passwords and log into a secure server, where they can make health care co-payments on-line (a huge boost for freelance employees frequently on the road). They can check their CAPP [contributions available for premium payments] accounts and work histories, and download any forms they need. "Probably 60 percent of their general

interaction with the Fund can now be done on-line," Kilgore boasts. Upcoming website launches in 2008 will allow participants to add or change beneficiaries, submit pension application requests, and see vacation benefit summaries and pension payment histories right on-screen. "This group put forth a vision for how they wanted to expand," Kilgore summarizes, "and it was based as much on the future as the present. Creating an enhanced Website and tying it into a VoIP [Voice over Internet Protocol] automated phone system is very forward thinking; it gives the participants access to more information, and, based on our experience, that's exactly what they want."

Cutting-edge technology is just one of the keys to Zeisler's philosophy that the benefit industry is about helping people, and people come first. This emphasis on humanism is most obvious when you walk into the group's new facility at 417 Fifth Avenue. Benefit administrators are hardly known for their visual flair, unless you're talking about an organization intent on honoring the entertainment industry employees who pay their salaries. The 35,000 square-foot space was designed for the maximum amount of flexibility, with moveable walls and partitions to accommodate increased staffing, and a large sub-lease quadrant in the event of contraction. The lobby is just plain fun-filled with brightly colored posters from theater, films, and television programs supported by plan members, with a

2004

Launch of Static Web site with general information and downloadable documents

Web site is upgraded to accept online credit card co-payments for Plan C Health Coverage

2005

The Funds move to 417 Fifth Avenue location

New VOIP phone system (Phase I) launched.

2006

New call center is launched.

Premiere issue of "Behind the Scenes" newsletter issued to all participants

2007

Funds begin scanning and imaging of documents

Special issue of "Behind The Scenes" sent out announcing new Health and Welfare Plan C-3

Participants can access CAPP balances, work history and payment status via NBF Web site.

Participants can access CAPP balances, work history and payment status through NBF Phone System (Phase II).

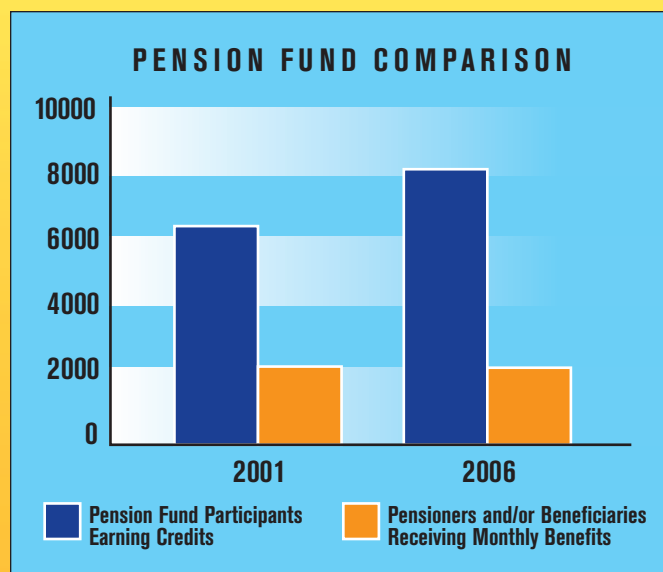
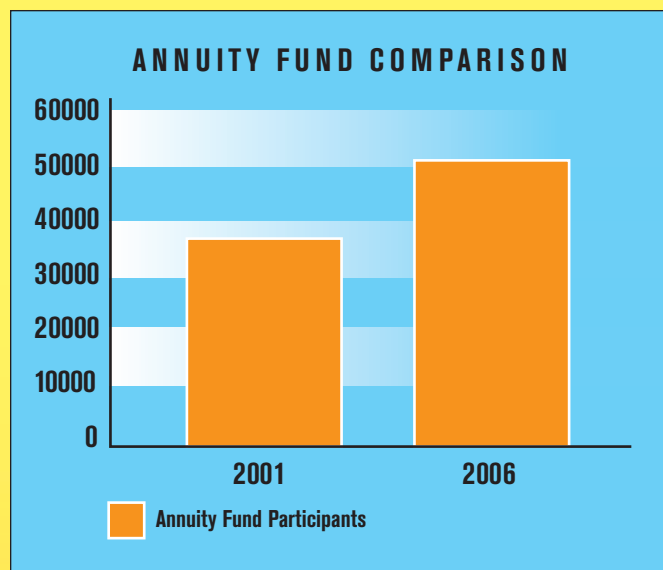
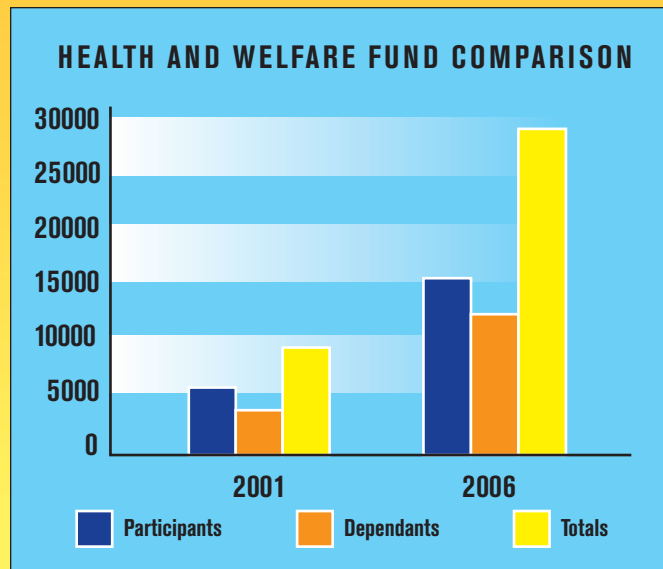
All participants will be able to access work history on the Web site.

2008

The Funds will launch capability through the phone system to allow all plan participants to access some work history information (Phase III)

Participant will be able to change beneficiary information online and submit pension application requests.

Participants will be able to view vacation benefit information, pension payment history as well as various self service features for IATSE Local Union Offices.



miniature stage light (with barn doors) shining a cut-out of Broadway marquees behind receptionist Monica Fleming's desk. A secure and soundproof area off the lobby contains boardroom space: three conference rooms can be configured for small group training or large-scale meetings; a self-contained kitchen and restroom area, as well as soundproof break-out rooms complete a conference facility that has already been rented to outside groups to offset building rent. (The Funds' landlord contributed \$1.8 million toward the build-to-suit, and 12 months free rent.) All aspects of the build-out were done to meet or exceed HIPAA standards relating to health care plan privacy; access to rooms where a member's personal info is accessible – scanning and imaging, digital archiving, hard copy files or claims – is strictly controlled and protected via electronic pass-keys.

Architects Meridian Design, Inc., brought in many environmentally friendly features that did not inflate the budget. Green elements include a floor made from recycled rubber, low-energy consumption compact fluorescent lights, cotton insulation, and a spray-on sound absorptive insulation that creates better indoor acoustic quality and thermal control. "There's really no comparing this to our former facility," observes Ron Smith, Director of Human Resources and Administrative Services. "It's not simply the increased amount of working space, although that's a huge part. This space is just a fun, bright, and lively place, with a clear concern for the staff that goes down to the smallest details." Smith says he has been an HR professional in the financial services industry his whole career. "Everything from a 12-person staff to 30,000 people at Dean Witter, and the same HR principles apply: when people are happy and comfortable in their working space, morale and productivity rise. This new building has made it easier for me to keep everybody happy."

What may be most impressive about the new look of the National Benefit Funds – from staffing, to technology, to design – is that all the changes were done under budget and on schedule. While everyone involved calls it a team effort, it was Zeisler's "eyes-on-the-prize" approach to leadership that kept the organization on-track. Talking one-on-one with Zeisler, it's hard to imagine any other benefits executive better suited to the job. She started her career processing individual health claims thirty years ago at Aetna Insurance, where, she says, all the hours each day spent on the phone with members convinced her that benefits was a service industry, actuaries and big corporations aside. After a short stint at Guardian Insurance, Zeisler was introduced to multi-employer union benefits at the Amalgamated Textile and Clothing Workers National health benefits office. "It was my first exposure to ERISA (Employee

Retirement Income Security Act), and agencies like the Department of Labor and the IRS (Internal Revenue Service), which carefully regulate multi-employer funds as outlined in the Taft-Hartley Act," Zeisler explains. "Union funds have more federal regulations than single-payer corporations, and those federal controls provide for equal application of benefits for all employees, whether you're a garment worker in a factory or the president of the entire union. The emphasis is on the individual working person, not high-paid corporate executives with a sense of entitlement. I knew, almost immediately, I had found my niche."

What eventually led Zeisler to the IATSE National Benefit Funds office was an eight-year position heading up different funds for the New York City's Pointers-Cleaners-Caulkers union (now merged with the bricklayers union), which specializes in brick restoration. Zeisler's work with the building trades broadened her knowledge beyond health and welfare into pensions, annuities, 401(k) and vacation funds. In 1995, she accepted a job with IATSE Local 52 to bring the union's benefits in-house, away from a third-party administrator. It was a start-up operation that came around once-in-a-lifetime. "When Local 52 merged their plans with the Motion Picture Industry Pension & Health Plans," she continues, "I accepted an offer from President Short to direct the IA's National Benefit Office. I knew it would be the biggest challenge of my career, given the enormous growth the Funds have experienced. But it felt like all of my past experience had been leading up to this job. We handle some of the most complex and diverse Plans in any industry, and the focus is always people first. It's been my mantra since the day I arrived here – our salaries are paid by the people we serve and everything we've done – from the computer systems, to the website, to our growing staff and facility – is about making the participants' interactions with the benefits they've earned, an easier and more informed experience."



Finance Department.



Human Resources and Administrative Services Department.

IATSE National Benefits Funds Office Staff





CALL TO ORDER

In accordance with Article Eleven, Section 2 of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its

Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. in Terrace Room D of the Sheraton Universal Hotel in Universal City, California on Sunday, October 21, 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 Department
- 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, JR.,
Tenth Vice President
- JOHN T. BECKMAN, JR.,
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 Assistant to the President Deborah A. Reid and Director of Canadian Affairs John M. Lewis.

AMERICAN RIGHTS AT WORK

President Short reported to the Board that "American Rights At Work" (ARAW) is a national workers' rights organization established in 2003 and whose mission it is to inform the American public about the struggle to win workplace democracy for workers across the country.

It was reported that President Short met with ARAW Executive Director Mary Beth Maxwell in New York and at that time discussed some of the issues and challenges facing members of the IATSE, as well the International's

willingness to continue to support the efforts of American Rights At Work subject to the approval of the General Executive Board.

It was noted that a number of labor organizations among the affiliates of both the AFL-CIO and Change To Win have been enrolled with ARAW as Sustaining Unions thereby making annual contributions.

By motion, seconded and carried the Board approved an annual contribution be made by the IATSE to American Rights At Work in the amount of \$5,000.

MEMBERSHIP APPLICATIONS

General Secretary-Treasurer James B. Wood reported to the Board that after discussions with President Short, it has been determined that it is necessary for the International to have membership applications translated and printed in Spanish. The International currently prints applications in English and French. Due to the vast amount of organizing efforts of the International, the printing of a Spanish version of our membership applications was considered appropriate. The Board

approved the printing of membership applications in Spanish.

**LOCAL NO. 224,
WASHINGTON, D.C.**

With the consent of the General Executive Board, a Declaration of Emergency was issued by the International President in Local No. 224 due to the Local's failure to comply with a directive issued by the International President that placed its jurisdiction and membership in imminent danger. Acting in his capacity as Trustee of the Local, International Vice President J. Walter Cahill reported to the Board on the activities within the Local since the trusteeship was imposed on October 5, 2007. Vice President Cahill reported that there were currently only 16 members in the local union. Recommendations concerning a possible merger of the Local will be made as the Trusteeship continues in effect.

**LOCAL NO. 298,
SHREVEPORT, LA**

West Coast Counsel James G. Varga reported to the Board on the developments involving Local 298 and collective bargaining with the Strand Theatre in Shreveport, Louisiana. As reported at the last General Executive Board meeting in St. Louis, Missouri, the Fifth Circuit Court of Appeals affirmed the decision of the NLRB that the Strand Theatre violated the National Labor Relations Act when it withdrew recognition of Local 298 after the last contract between the two parties had expired. The matter is now in the Compliance Stage before Region 2 of the NLRB for enforcement of the Board's back pay award. Meanwhile, the Strand Theatre did call Local 298 to fill the call for a show performed by

From left to right: General Secretary-Treasurer James Wood, International Vice President/Director of Canadian Affairs John Lewis and International President Thomas Short



the Harlem Choir at the Strand on October 13, 2007. This was the first show call to the Local's hiring hall since the labor dispute with the Strand began in 2004. In addition the head electrician has also been called back to work. International Representative Don Gandolini advised that future calls will be made through the hiring hall, and that the parties will be negotiating for a new successor collective bargaining agreement. Coupled with this report, General Secretary-Treasurer James B. Wood advised the Board that the Local has requested the International to consider forgiveness of delinquent per capita taxes. It was noted that the Local's sole contract rested with the Strand and during the labor dispute no calls were made from the Local's hiring hall. The Local is approximately \$11,000 in arrears in per capita tax payments. By motion duly seconded and carried it was resolved to forgive Local 298 its indebtedness and to require that the Local commence paying per capita taxes beginning January 1, 2008.

LOCAL NO. B-173, TORONTO, ON

A state of emergency was declared

by the International in Local B-173 on July 31, 2007, and a trusteeship imposed on the Local in August 2007 after a hearing was duly conducted in accordance with the International Constitution. International Representative Christine Greenlaw was appointed by President Short to serve as Trustee of the Local during trusteeship.

Director of Canadian Affairs John M. Lewis reported to the Board that during the trusteeship an organizing effort was undertaken to gain certification for a unit of information desk clerks at facilities operated by Hamilton Entertainment Facilities, Inc. In addition, since trusteeship, two of the Local's collective bargaining agreements have been re-negotiated, and a new Constitution and Bylaws is being drafted. Further developments will be reported at the next meeting of the General Executive Board.

**LOCAL NO. B-751,
NEW YORK, NY**

President Short stated that New York Local B-751 has been in trusteeship since March 2007 and that International Representative Daniel Mahoney has been serving as the



President Short swears in newly-elected International Vice President John Lewis

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON UNIVERSAL HOTEL

Trustee of that Local. General Secretary-Treasurer James B. Wood reported to the Board that the Trustee has thus far paid \$17,000 in back taxes owed to the IRS, and the balance owed in the amount of \$8,500 is being paid off at the rate of \$1,500 per month. The Local was successful under the guidance of Trustee Mahoney in organizing a new venue where the individuals voted in favor of IATSE representation by a vote of eleven to zero. General Secretary-Treasurer Wood advised the Board that a recommendation regarding the future status of Local B-751 would be forthcoming at the next Winter Board Meeting.

RESIGNATION OF INTERNATIONAL VICE PRESIDENT MIMI WOLCH

International Vice President Mimi Wolch presented a letter of resignation to President Short and the General Executive Board. President Short stated that he reluctantly accepted Mimi's resignation and thanked her for all the dedicated work she performed for the International, the Board and the members of her home local No. 873 in Toronto, Ontario. In particular, President Short noted Vice President Wolch's invaluable service in helping to negotiate term contracts covering features and television productions in Canada.

ELECTION OF JOHN M. LEWIS AS INTERNATIONAL VICE PRESIDENT

In order to fill the vacancy created by the resignation of Mimi Wolch from her position on the General Executive Board as Vice President, the Board, by secret ballot, unanimously elected Brother John M. Lewis of Local No. 411, Province of Ontario. Brother Lewis also serves the International as its Director of Canadian Affairs.

ADJOURNMENT

Having completed all business properly brought before it, the Special Meeting of the General Executive Board adjourned at 11:45 a.m.

IATSE OPENS FOURTH INTERNATIONAL OFFICE

New Representative Appointed

In recognition of the large gains in membership over the last few years on Canada's west coast, and British Columbia in particular, International President Thomas C. Short, with the support of the General Executive Board, approved the establishment of an IATSE Canadian West Coast Office.

The IATSE Canadian West Coast Office was opened on November 1, 2007 and is located at 1000 – 355 Burrard Street in downtown Vancouver. It is housed in the Marine Building, which opened in 1930 and is the city's finest example of art deco architecture.

The office will be staffed by newly appointed International Representative Julia Neville, who is a member of both the Directors Guild of Canada and a 20-year member of IATSE Local 891. Julia served on Local 891's Executive Board in the capacity of Corresponding Secretary and is currently a Health and Welfare Trustee. She has worked for a number of years as a Production Manager on motion picture and television productions; notably, Flight 93, which was nominated for an Emmy (Best Dramatic Program, Longform), in 2006, and Da

Vinci's Inquest, which was nominated for a Gemini (Best Dramatic Series) in 2004.

According to President Short, "It is our intention to use the IATSE's enhanced presence in western Canada to take advantage of organizing opportunities in legitimate theatre, trade and convention work, the 2010 Vancouver Olympic Games and the shops and rental houses that service the motion picture and theatrical industries. Julia brings with her an understanding of issues from the perspective of both the working member and production, which will undoubtedly prove beneficial as we move forward with these new opportunities."

Julia Neville

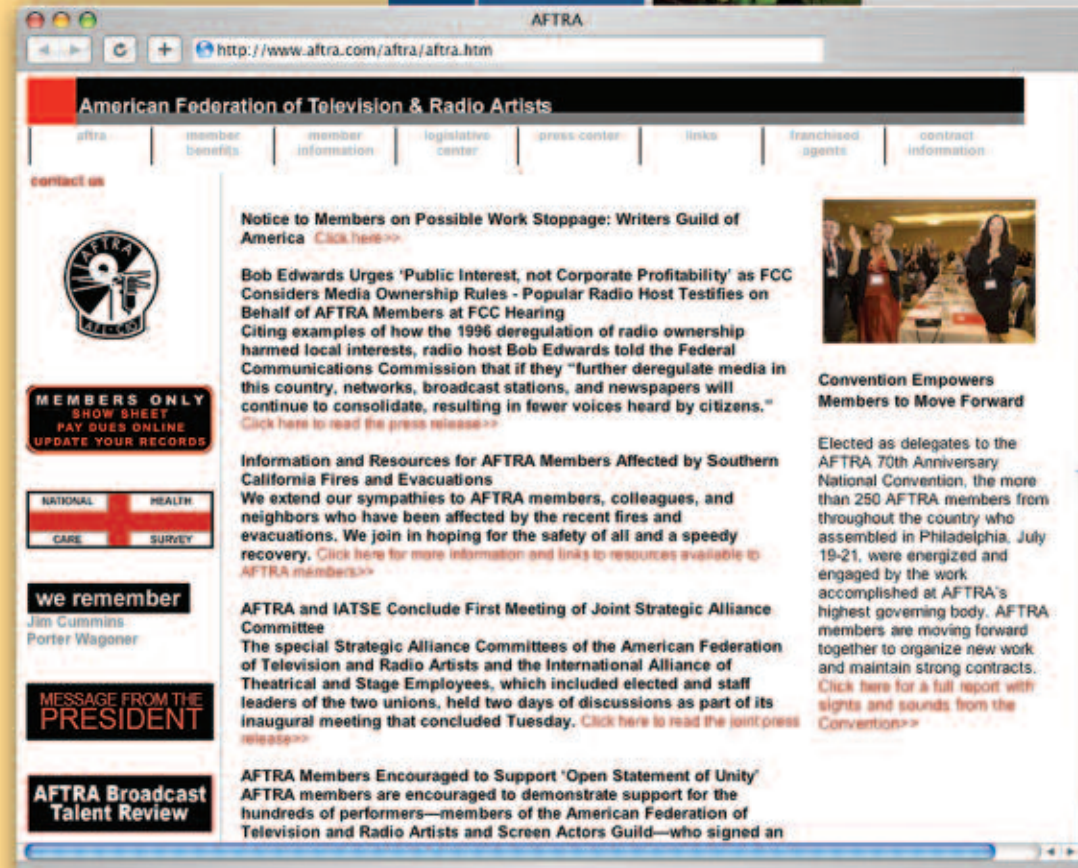


FROM THE DESKTOP



**WINNER OF THE 2007
ILCA MEDIA CONTEST
FIRST AWARD FOR
GENERAL EXCELLENCE
FOR INTERNATIONAL/
NATIONAL UNIONS.**

The ILCA judges comments:
"Simple & strong graphic sense;
very clean design;
elegant, with good use of drop
downs; up-to-date."



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Don't Be Misclassified

It is not uncommon to come across a film crew where the workers have been given “a deal” to be treated as an independent contractor instead of being properly paid, like the employee they are. What’s the problem, you might ask, especially since the deal seems to make sense, such as getting a flat rate and no taxes taken out of the paycheck puts more money in the pocket. This is a fallacy, and you could get hurt. The employer tries to save money by avoiding payroll taxes, and thereby cheats the government, and cheats you out of hard fought contractual and or statutory protections and benefits. Do not allow an employer to deny you your employee status. For your own protection and welfare you should insist on being treated and paid as an employee, not an independent contractor.

This is not necessarily an overtime issue, although it could be. For example, this phenomenon is frequented upon in organizing campaigns when workers explain to the organizers the horror stories of wages, hours and working conditions when not covered by a collective bargaining agreement. Most “deal memos” offer wages that when broken down comply with Fair Labor Standards Act (FLSA) requirements to pay overtime after forty hours in a week. Guaranteed weeks under a collective bargaining agreement factor in the proper rates of pay for hours worked or guaranteed to comply with FLSA. But when your employer treats you like an indepen-

dent contractor, instead of an employee, a new host of issues arise.

Most states’ laws designed for the protection of workers such as minimum wages, hours of work, meal breaks, rest breaks apply only to employees, not to independent contractors. Collective bargaining agreements apply to employees, not contractors. The protections found in Section Seven of the National Labor Relations Act, including the right to organize, apply to employees, not to independent contractors.

When an employer fails to issue a paycheck with the proper deductions taken out, no payment is made to Social Security, Medicare, or to state disability, or state unemployment, or to the IRS, or the state tax agency. Even if you pay taxes when the 1099 form is issued, you might face jeopardy for failing to pay estimated taxes, or at the least increasing exposure to audit by raising a “red flag” on the IRS computer radar screen. The same can be true for state taxes. The contributions to FICA and SDI can not be made up. There is the possibility that you could fail to qualify for the minimum earnings reported if and when you claim the benefits from these kinds of programs. Further, the employer is probably not reporting you on the company worker compensation policy thereby leaving you uncovered should you be injured while on the job.

Perhaps the most significant problem arising when you are being treated as an “independent contractor” is

the inability of the trust fund to accept contributions on your behalf. To qualify for benefit contributions you must be an “employee” employed and covered under the terms and conditions of a collective bargaining agreement. An independent contractor is not an employee, thus contributions can not be paid into the trust fund on your behalf if the employer has misclassified you.

How do you tell an independent contractor from an employee? Some states, such as California, begin with a presumption that a worker is an employee. Then the circumstances peculiar to the workplace and nature of work to be performed must be analyzed. The answer generally comes down to how much control is maintained by the employer over the performance of the job. The most significant factor to be considered is whether the person to whom the service is being rendered has control or the right to control the worker both as to the work done and the manner and means in which it is performed. The fact that the individual is issued a 1099 form rather than a w-2 form is not determinative with respect to independent contractor status.

If you have concerns about how you are being paid, or if you think the employer has misclassified you, you should report this to your business representative. Together, you and the Union can correct this situation including pursuing administrative remedies with the state labor commissioner.

ORGANIZING POLITICAL SPOTS

The organizing equivalent of shooting fish in a barrel is obtaining agreements from producers of political spots and Web site content.

First, both Republican and Democrat alike are trying to put their best foot forward. Being caught up in an organizing confrontation is the sort of drama all candidates seek to avoid.

The core economic issue of IATSE agreements is benefits. Coincidentally, the core issue of many campaigns happens to be healthcare and retirement (Social Security). Candidates can ill afford to be seen as supporting reform or even the status quo and denying health and retirement benefits to those workers making their campaign commercials.

There have been instances when campaign spot producers have asserted that their employees were not employees, but 1099 independent contractors. This is also a politically volatile issue as misclassifying employees as contractors cheats the US Treasury out of millions in tax revenue every year. This is not the sort of thing any campaign wishes to see discussed in the news.

The political season is upon us. Register to vote and become involved. Hold politicians personally accountable to the lofty ideals expressed in their campaign rhetoric.

THE IMPORTANCE OF REPORTING NON-UNION WORK

This is an extremely important part of Union Membership. So important is this point, that many IATSE Locals even have in their Constitution and Bylaws specifically stated obligations of their member’s requirement to report such work. The Locals need this vital information in order to properly police, protect, and organize work in their jurisdiction on behalf of their members.

Members who choose to work non-union and fail to report such work:

- Receive no contributions into their union benefit plans (Health and Pension).
- Have no protections given by a collective bargaining agreement, meaning no one to help if you have an on-the-job problem.
- Weakens your Local’s position with it’s current employers overall.
- Makes it much harder for the Local to organize future employers.
- Helps to foster a non-union workforce that is in direct competition with union jobs – meaning your job.

Members can (and should be encouraged to do so) help their Local by reporting such work. It should be understood that when reporting this work that the Locals treat this source of information with the strictest of confidence.

Make the time to report such work to your Local Union.

INCENTIVES AND LOCAL ORGANIZING

With the stroke of a pen, your state or territory can become the next international production hotspot, by offering even richer incentives to motion picture and television producers.

That might be fine for you, but what if you live in the state next door and have a government that doesn’t play the game? What then?

That’s the new paradigm in the industry. Which state will give the most money away to the producers for the privilege of having them shoot in that region.

Industry professionals living in regions that have been negatively affected by incentives offered by other

states or locales and have managed to survive have largely survived due to the commitment to organize indigenous production. Whether commercials, industrials, documentaries, music videos or webcasts, time and again we see a correlation between organizing indigenous production and the long term economic health of members in a given region.

Our members need benefit contributions on every job, not just the big Hollywood features. And while you may be fortunate enough to live in an area that is enjoying the benefits of tax incentives, know that you could be on the outside looking in with the stroke of a pen.

Are You in a Right to Work State?

Right to Work laws may also be called “open shop” laws. Currently, there are twenty-one Right to Work States, which are located in the table below.

In Right to Work states, workers enjoy all the benefits the Union negotiates on their behalf, but workers are not required to belong to the Union or pay their fair share of the costs involved in keeping it running.

Operating in a Right to Work state does not diminish the Union’s right to organize or the right to bargain contracts. On the contrary, it is more important than ever in these locations that the Union obtain signed collective bargaining agreements with all of its employers.

These contracts may recognize the Union’s hiring hall as the sole and exclusive source of needed workers. It is not illegal to have an exclusive hiring hall in a Right to Work state. Some employers may claim that an exclusive hiring hall, in which all employees are referred to jobs

through the Union, is a form of Union Security. It is not. An exclusive hiring hall has to serve everyone, whether a Union member or not. Since hiring halls are not a form of Union Security, they cannot be prohibited or regulated in Right to Work states.

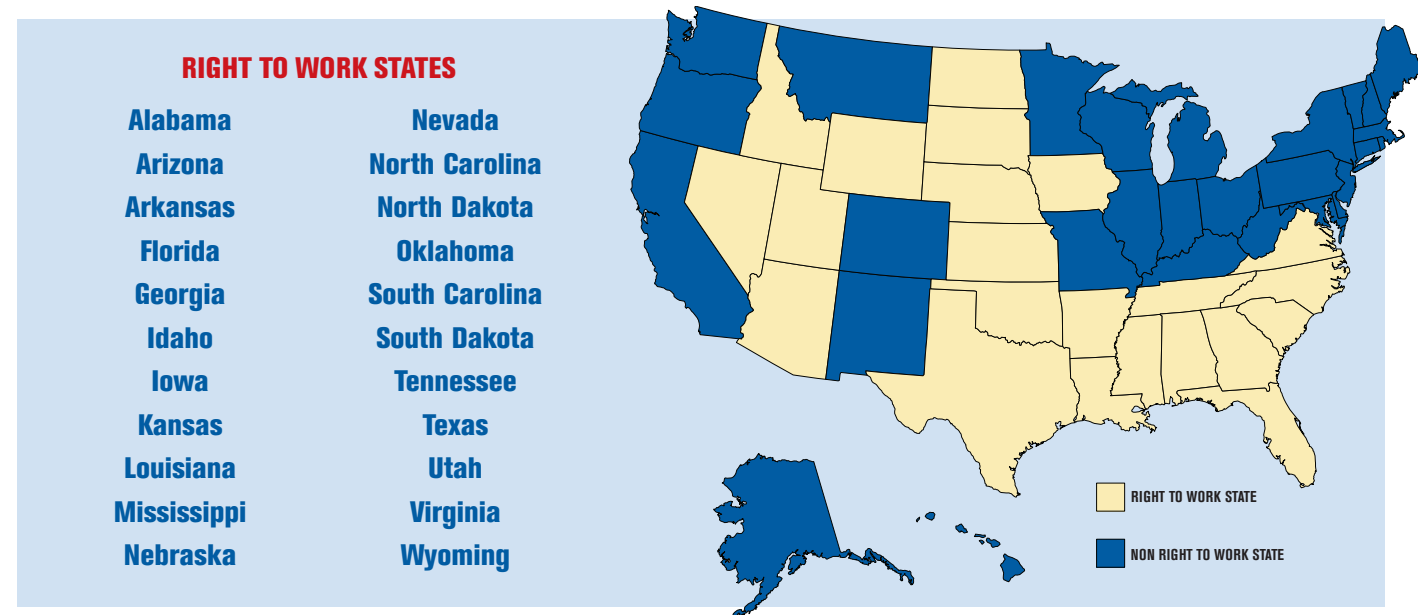

Likewise, dues check-off provisions, a system of dues collection in which the employer agrees to deduct union dues and representation fees from members’ paychecks and forward the money directly to the union are legal in Right to Work states, provided that the employer agrees, and that money is deducted only for those employees who have signed a form, authorizing said deduction.

Of course, many other contractual provisions, which are permitted across the country, are also permitted in Right to Work states. This includes grievance and arbitration provisions for the purpose of dispute resolution.

Operating in a state with Right to Work laws presents an additional challenge to Local Unions, but this

challenge is not insurmountable. While workers in such states cannot be obligated by Union Security clauses to join the union, people join organizations when they believe they will be better off for it. According to David Prosten in *The Union Steward’s Complete Guide*, in survey after survey, union members in open shops say they joined because someone they knew approached them. And nonmembers say the leading reason they don’t join is because no one ever directly asks them to. There is strength in numbers. You will never get the nonmembers to join unless you ask them to do so—one-on-one.

Armed with the facts and with good legal advice a strong contract and a healthy union are possible. Local Union officers should check with a qualified Labor attorney in their locale for the most correct and current information for your local. Negotiating assistance may also be available from the IATSE General office.

Tony Awards Honor IATSE’s Gilbert, Mazzella

New York, NY – IATSE members Alyce Gilbert and Neil Mazzella were among four honorees to receive the 2007 Tony Honors for Excellence in Theatre. The Tony Honors recognize contributions in the field of theatre by individuals and organizations not eligible in any of the established Tony categories.

Alyce Gilbert is a longtime wardrobe supervisor, who has worked both on and off-Broadway for nearly 40 years. She is currently the wardrobe supervisor on “Wicked,” responsible for maintaining over 300 costumes and supervising a department of 11. Her Broadway credits include “A Chorus Line,” “Ballroom,” “Dreamgirls,” “Grand Hotel,” “The Will Rogers Follies,” and Stephen Sondheim’s “Passion.” She has worked on dozens of off-Broadway productions, including many shows with designer Theoni V. Aldredge and for Joseph Papp’s Public Theatre.

Neil Mazzella is the proprietor of Hudson Scenic Studios. He has built scenery for over 200 Broadway and touring productions and has been an unsung hero to many producers, directors, and designers over the past two decades. Hudson Scenic, which is now 26 years old and has been primarily known for production design, scenic fabrication and automation services, began a lighting division in 2005. Among Mazzella’s numerous credits include the recent Broadway productions of “Mary Poppins,” “Spring Awakening,” “The Apple Tree,” “The Year of Magical Thinking,” and the Broadway premiere of “Talk Radio.” Touring shows include the Orlando production of “Finding Nemo – The Musical,” “Spamalot” in Las Vegas, and “The Color Purple” in Chicago. He is also a visiting artist in the Department of Design at the Tisch Institute of Performing Arts.

The other two Tony Honors will be received by dance replicateur Gemze De Lappe and music coordinator Seymour “Red” Press.

The announcement was made by the Tony Awards Administration Committee, and was presented at a luncheon on Tuesday, October 20th at Tavern on the Green. The Tonys are presented by the League of American Theatres and Producers and the American Theatre Wing.

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A Fond Farewell for a Master of his Craft

On August 25, 2007, a retirement party took place at Local 80's office for Brother Edmond Wright.

Brother Wright was sworn in as a member of Local 80 on April 1, 1973. During his career he worked in all the classifications represented by Local 80. He was not only known as a master of his craft, but also as a mentor for young people entering the union.

Wright became an Assistant to the Business Representative of Local 80 in 1999. During his tenure he became known as a fierce advocate for the members he represented, and trusted and respected by the employers.

Also present were International Vice President-in-Charge of the West Coast Office Michael Miller Jr., and International Trustee George Palazzo, who had worked closely with Edmond in his position as a representative of Local 80.

On behalf of IATSE and Local 80, we wish him all the best in his much deserved retirement.

Brother Wright with International Vice President Thom Davis.



This summer, Presidential-candidate Senator Hillary Clinton addressed the National Council of La Raza, the largest national Latino civil rights and advocacy organization in the United States, at the Miami Beach Convention Center. Senator Clinton had a photo op with Brother Benjamin Centoducati, who was the Camera Operator. Other Florida-based members working the event were Brothers Thomas Harmon (Sound man), Rocco Quaglia (Video Operator) and Richard Piedman (Camera Operator) for the event. Brother Centoducati is also the Political Coordinator for Locals 500 and 600 in Florida.

OTTAWA LOCAL HONORS GOLD CARD MEMBER



Pictured left to right: Brother Patrick O'Leary (member of Local 471), Francis' wife Helen, and Brother Francis O'Leary.

Local 471, Ottawa, honored Brother Francis O'Leary with a presentation of his Gold Card. Brother O'Leary's career spanned over 50 years and he was a charter member of Local 471. Congratulations!

Winnipeg Local Honors Longtime Member

At the 12th Annual Billy Murphy Memorial Local 63 Golf Tournament and Dinner, Local 63 honored Brother Ian McTavish, who celebrated his 50 year membership with the Local.



Pictured here from left to right: Brother Ian McTavish, I.A.T.S.E. District 12 Secretary/International Representative Barny Haines and Stuart Aikman, Secretary I.A.T.S.E. Local 63.

Cast and crew for the World Premiere production of "Radio Daze" by João Canhoto. Stage Crew and Technical Director are members of IATSE Local 118, Vancouver, BC



Disney's "The Little Mermaid" had its pre-Broadway run at the Ellie Caulkins Opera House in Denver, Colorado, beginning previews on July 27th and officially opening on August 23rd. "The Big Fish" (affectionately known by the crew) ended its run on September 9th, off to New York, where it is currently playing at the Lunt-Fontanne Theater. Photo credit: Richard Balkema.

Pictured here are Local 150 projectionists right before working behind the scenes at AFI's 40th Anniversary.

Local 122 in San Diego is proud to announce the first national tour of Avenue Q. After several weeks of prep and rehearsals, they're off and running for what should be a very successful tour. Pictured is both the local(L) and touring crew(T).



Sitting stage right is Merry Brittingham(L, Electrician), Daniel Scheivert(T, Asst Audio Eng), Richard Camuso(T, Head Audio Eng, kneeling), Roeya Bannuazizi(T, Co. Mgn), Steve Cooksey(T, Head Electrician), Marcus Polk(L Electrician), Troy Castelblanco(L Master Electrician), Chris Throson(L, Asst Flyman), James Masacek(L, Master Carp), Leslie Bindeman(T, Head Spot, kneeling), Ned Krumery(L, Master Props) Mark Meyer(L. Asst. Props), David Masacek(L, Flyman), Nick Rouse(T, Master Props), Meghan Bourdeau(L, Asst.Co.Mgn), Loren Rogers(L, Head Audio), Marion Dewitt(T, PSM), James Darrah(T, ASM, kneeling), Kristine Hummel(T, Puppet Wrangler), Andrew Young(L, Carp), Joel Rosen(T, SM), Bob Hendren(T, Prod. Asst, sitting), up in the set are Jeff Sharratt(T, Head Carp) and Tyler Smutz(T, Flyman) Absent from the picture are Michael Hannah (T, Wardrobe Supervisor) and Nola Walkup(L Wardrobe Asst)



Crew members of Local 158 servicing the Joffrey Ballet.



Local 51 members on the set at the Houston Ballet. Front Row right to left; Anthony Pusateri, Louis Calderera, Ralph Unger, Larry Lewis, Mark Rhoads. Back Row right to left; Ron Ellis, Braddock Davidson, Adam Rushefsky, Ed Hamala, George Peine, Tyler Gavin, Barry Thomas, Terri Batcheller, Jeff Fiaschetti, Danny Ramirez, Mike Grawl



South Florida Local Works International Boat Show

South Florida Local 500 members worked the "Ft. Lauderdale International Boat Show".

The International Boat show is the largest boat show in the world and all labor on the show is performed by members of Local 500. The show features marine-related products and services, including over 1,500 boats ranging from seven-foot inflatable dinghies to over 170-foot motor yachts. Show attendees come from all 50 states and over 30 foreign countries.



From left to right:
Alan Glassman (Business Agent), Gary Darling Jr., Edwin Santiago (Job Steward).



Support the IATSE-PAC

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

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

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

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

Name: _____

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"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.

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Harry Brennan	One	Charles Evans	44	Diana Helen Beaird	80	Roberta Anderson	500
August 5, 2007		June 8, 2006		May 15, 2007		August 31, 2007	
John Deverna	One	Richard Galbreath	44	Mario Jackson	80	Charles Venners	504
July 24, 2007		August 31, 2007		May 10, 2007		May 14, 2007	
Ephraim Dunskey	One	John Graffeo	44	Thomas E. Slocum	80	Amelie Proulx	523
September 14, 2007		July 20, 2007		April 26, 2007		April 16, 2007	
Erwin Harris	One	Thomas Guerra	44	James DuBois	84	Bernier Richard	523
September 10, 2007		July 9, 2007		May 22, 2007		August 16, 2007	
Michael Hutzler	One	James Hale	44	Robert V. Olive	93	James Quinn	534
May 17, 2007		July 7, 2007		May 9, 2007		September 28, 2007	
Herbert Hyman	One	Foster Huber	44	Jack Rodgers	99	Donald Cook	600
September 18, 2007		June 12, 2007		June 26, 2007		April 12, 2007	
Francis McCarthy	One	Paul Marco	44	Carl Burke	102	Amelia DeDomenico	600
August 14, 2007		May 14, 2006		September 22, 2007		March 4, 2007	
Douglas Milne	One	Roger Meryett	44	Brian Branigan	126	John Farris	600
July 12, 2007		September 4, 2007		September 9, 2007		April 25, 2007	
Daniel Paulos	One	Theodore Mossman	44	James R. Parsons	134	Gilbert Geller	600
July 12, 2007		July 1, 2007		June 11, 2007		May 7, 2007	
Herbert Rosenman	One	G.S. Newby	44	Carl Recktenwald	134	Thomas Geren	600
August 7, 2007		July 5, 2007		May 20, 2007		October 29, 2005	
Michael Ruggiero	One	James Rugg	44	Bernie Beard	138	Dale Sigler	600
July 5, 2007		February 13, 2004		May 12, 2007		April 25, 2007	
Robert Beckman	6	Charles Stevens	44	James Parsons	158	William Tomkin	600
September 24, 2007		August 19, 2007		June 2007		June 24, 2001	
Reinhold Freitag	8	Frank Trott	44	Walter Roholbt	181	James B. Perdue	631
September 27, 2007		July 24, 2007		July 16, 2007		May 30, 2007	
Alexander Steins	8	Robert Morris	50	Ronald Scruggs	197	Steve Koppenhauer	635
July 28, 2007		March 2007		August 27, 2007		August 5, 2007	
John Svesse	9	Everett Reid	50	John Stendel	199	James Ford, Jr.	695
August 19, 2007		1997		May 24, 2007		June 10, 2007	
David Worley	22	Patrick Hearst	52	Harold Welch	199	Joan Biel	700
September 15, 2007		July 20, 2007		April 21, 2007		July 1, 2007	
Otto Hagele	27	Harry Klatt	52	Jack Carter	201	Jeffrey L. Bushelman	700
July 29, 2007		September 5, 2007		September 20, 2007		May 16, 2007	
Peter James Mourlas	28	Peter J. McBrearty	52	Gladys Rodgers	274	Brian M. Chic	700
June 9, 2007		September 7, 2007		September 12, 2007		June 21, 2007	
D. Aldon Ferrara	31	Joshua Shapiro	52	Jack Detournillon	333	Donald L. Chu	700
June 3, 2007		July 15, 2007		May 29, 2007		August 8, 2007	
Michael R. Boisclair	33	Fred Barnett	58	Erika Maciula	333	Joel Fein	700
August 25, 2007		May 9, 2007		June 16, 2007		September 22, 2007	
Richard L. Keyes	33	William Batulis	58	Warren H. LeCompte	442	Louis J. Ferrara	700
March 12, 2006		May 16, 2007		July 1, 2007		July 1, 2007	
Larry W. Trimble	33	Tom Finnen	58	Amelia Hochberg	476	Barbara Issak	700
September 11, 2007		May 25, 2007		June 27, 2007		July 21, 2007	
Scott Belshe	44	Robert Shearer	58	James G. Martin	477	Mark F. Kamps	700
September 23, 2007		April 3, 2007		July 1, 2007		July 21, 2007	
Ronny Breedlove	44	Lonnie Simpson	69	James B. Perdue	477	Robert J. Kopka	700
July 6, 2007		September 29, 2007		May 29, 2007		February 26, 2005	
Orie Carafagno	44	Steven Judd	78	James Matheson	484		
July 13, 2007		May 2, 2007		April 6, 2007			



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Henry R. "Bud" Molin May 21, 2007	700	Rodney P. Everson January 28, 2004	728	John B. Sheehan May 23, 2007	751	Gerald Pynn April 27, 2007	873
Timothy O'Meara May 16, 2007	700	Sanford Hoffman May 31, 2007	728	Stephanie Cheretun June 22, 2007	764	Shauna Hanna October 1, 2007	891
Scott C. Perry January 15, 2007	700	William C. Lindner March 8, 2007	728	Travis D. Gowen July 7, 2007	780	Bill Newbery August 28, 2007	891
Robert N. Reese, Sr. April 4, 2007	700	Donald G. Morgan February 8, 2006	728	George Jenkins September 2007	800	Thomas White October 21, 2007	891
Bobbie L. Sharpiro July 8, 2007	700	Lawrence E. Peets March 4, 2007	728	John W. Starlipier June 30, 2007	819	William M. Stone August 6, 2007	927
Richard A. Sperber June 17, 2005	700	Edward M. Savarese July 31, 2007	728	William French June 30, 2007	838	George Jenkins April 6, 2007	USA829
Ross Taylor June 17, 2007	700	Robert J. Smith April 20, 2007	728	Warren Gindhart June 30, 2007	838	Benjamin Kasazkow May 25, 2007	USA829
Dayton Anderson August 28, 2007	705	James E. Sullivan June 19, 2007	728	Wayne Marr April 20, 2007	856	James Primm April 30, 2007	USA829
Ron Barry July 27, 2007	705	Raymond Watters July 28, 2007	728	Robert Reynolds April 20, 2007	856	Sara Linnie Slocum December 26, 2006	USA829
Jerry Bono August 31, 2007	705	Donald M. Wolak July 19, 2007	728	William Rhoda April 20, 2007	856	Thomas Bailey B38	B38
Patricia Zinn Etheridge August 1, 2007	705	Bill Ross 729	728	Frances Russell July 11, 2007	857	Ray Peter B38	B38
Gerard A. Ary September 4, 2007	728	Stanley Leseritz May 16, 2007	750	Marcel LaPorte April 24, 2007	873	Walter Townsend November 8, 2006	ACT

Remembering Joe Harris

Brother Joe Harris, gold card member of Theatrical Wardrobe Union Local 784, passed away June 9, 2007. Brother Harris was born in 1924 in Oklahoma City. After serving in the Navy during World War II, he graduated from UC Berkeley and began a 30-year career teaching English and drama at San Francisco's George Washington High School. In 1961, he heard from a friend in the wardrobe union that the company needed dressers. Because the rehearsals were held at night, he was able to balance the requirements of the job with his teaching responsibilities.

His career as a dresser then spanned over 40 years, most of which was at the San Francisco Opera. As a dresser, Brother Harris' duties went far beyond the costume changes. He shepherded singers' delicate egos through difficult outings as well as triumphant ones. He defended their dressing rooms against intruders and was even known to sneak on stage during a performance to deliver a much needed cup of water to a thirsty singer.

Over the years he worked with singers ranging from the little-know to the major stars. When he retired in 2004, the Opera awarded him with the San Francisco

Opera Medal, an honor never before bestowed on someone from the wardrobe department. When Placido Domingo received his Opera medal, he mentioned Joe as one of the people who always made the San Francisco Opera feel like home for people who were always on the road.



REMEMBERING FRANK LAVAIA



It is with extreme sadness and regret that Local One notified the General Office with the passing of Brother Francis J. Lavaia, who suffered a fatal heart attack while serving his Union on the picket line at the Minskoff Theatre, November 16, 2007. The entire Lavaia family is one of the most respected and dedicated Local One families, holding positions of high esteem throughout the jurisdiction. Brother Lavaia received his Local One Membership Card on November 11, 1971. The Lavaia family also have the proud distinction of being a three generation Local One family. Brother Lavaia, needless to say, will be sorely missed by all and remembered forever.

REMEMBERING BRIAN BRANIGAN



On September 9, 2007, Brother Brian Branigan, former Business Representative of Local 126, Fort Worth, Texas, passed away. He was 35.

Brother Branigan was born in Amarillo, Texas. He graduated from Randall High School. He attended West Texas A&M University, Oklahoma University and TCU.

Branigan worked as a Sound Technician for the play "Texas". He also worked at Casa Manana, the Bass Hall Performance Center and was currently employed by the Dallas Theater Center. He worked extensively in the DFW area as both a Sound Designer and Engineer. He also spent years on the road touring all over the US and Canada as the Sound Engineer for all 3 "Greater Tuna" productions and the National Broadway tour of "Saturday Night Fever".

Brother Branigan was a very loving son, brother and uncle. He will be dearly missed by his family and friends.

Remembering Sandra Berke-Jordan

On October 21st, Sandra (Sandy) Berke-Jordan died of natural causes at her home in Van Nuys, California. She was 70 years old.

Sandy was born in Brooklyn, and moved west to attend San Diego State University. Graduating in 1961, she was very active in the theatre scene. She was known for performing as well as production work. She joined the IATSE in 1967 as a member of Motion Picture Costumers Local 705, and went on to lead a remarkable career. Her credits include films such as "The Godfather: Part II," "Heaven's Gate," "The Deer Hunter," "Splash," and "Pee Wee's Big Adventure."

Sandy played a central role in running Local 705, beginning in 1992 when she was elected to office as the Assistant Business Representative. From 1993 to 2000, she served as Business Representative. From 2000 until her death, she served as President. Her dedication prompted Local 705 to say that she was the "heart, soul, blood and guts" of the union.

During her presidency, Sandy served four consecutive terms on the California Film Commission. She was a trustee and director of the Motion Picture Industry Pension and Health Plans.

Sandy was recognized throughout the film industry for her contributions to the lives of working men and women. She received awards from both the Coalition of Labor Union Women and the Harry Bridges Institute. International President Thomas C. Short presented her with the President's Award in 2001. In 2004, Local 705 presented her with a Lifetime Achievement Award.

Sandy is survived by her husband R. Paul Jordan, her brothers Jody and David, stepsons Jeff and Gregg,

two granddaughters Kaylie and Sarah, and other family members.

The family requests that memorial donations in Sandy's name be made to the Motion Picture & Television Fund, PO Box 51151, Los Angeles, CA 90051-9727.



Sister Jordan was a recipient of the International President's Award at the 2001 Convention in Chicago. She always stated it was her proudest achievement.

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.

Local Secretaries and Business Agents

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

Reference Letters:

ADG&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

E,S&CST Electronic, Sound & Computer Service Technicians

EE Exhibition Employees

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

FAE First Aid Employees

ICG International Cinematographers Guild

LF/VT Laboratory Film/Video Technicians

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,O&VT Motion Picture Projectionists, Operators and Video Technicians

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

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

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

MPSAC Motion Picture Studio Arts Craftspersons

MPSFLT Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

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

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

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

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

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

T&T Treasurers & Ticket Sellers

TW,MA&HS Theatrical Wardrobe, Make-Up Artists & Hair Stylists

TWU Theatrical Wardrobe Union

USA United Scenic Artists

ALABAMA

S 078 BIRMINGHAM-Lewis Shannon, P.O. Box 10251, Birmingham, 35202. (205-251-1312) (Fax: 205-458-8623) Bus. Agt.: Allen Langston.

S 142 MOBILE-Jonathan Mudrich, 55490 State Hwy. 59, Stockton, 36579. (251-689-6793) (Fax: 251-937-0066) Bus. Agt.: Jonathan Mudrich.

M 900 HUNTSVILLE-David Hendricks, 820 West Arbor Drive, Huntsville, 35811. (256-551-2243) (Fax: 256-533-6686) Bus. Agt.: Brian Boggs.

ALASKA

S 918 ANCHORAGE-Ann Reddig, P.O. Box 103904, Anchorage, 99510-3904. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Brian MacMillan.

ARIZONA

S 336 PHOENIX/PRESCOTT-Pamela Boyd, 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy.

M 415 TUCSON-Teresa Driver, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: William E. Delaney.

SM 485 STATE OF ARIZONA-Rose S. Lujan, 4741 W. Mallow Lane, Tucson, 85743. (520-743-8407) (Fax: 520-743-8427) Bus. Agts.: (North) William J. Randall; (South) Ray Padilla.

TBSE 748 STATE OF ARIZONA-Toby J. Finch, P.O. Box 1191, Phoenix, 85001. Bus. Agt.: Greg Thomas.

TWU 875 PHOENIX-Kay Harmon, 11328 E. Renfield Avenue, Mesa, 85212. (480-380-3933) Bus. Agt.: Betty Sites, 19658 E. Canary Way, Queen Creek, AZ (480-827-8582) (Fax: 480-464-8262).

ARKANSAS

M 204 LITTLE ROCK-Ray Culvey, 11324 Arcade Drive, Suite 17, Little Rock, 72212. (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

CALIFORNIA

S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Francis X. Crowley, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0901) Bus. Agt.: Francis X. Crowley.

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. Agt.: Edmond Brown.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, 410 N. 10th Street, Sacramento, 95814. (916-444-7654) (Fax: 916-444-2263) Bus. Agt.: John Kelly.

MPSG/CS 080 HOLLYWOOD-Rick Schunke, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Marc Campisi, 8130 Baldwin Street, #124, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Agt.: Charma Ferreira.

TBSE 119 SAN FRANCISCO BAY AREA-Daniel Nicholson, P.O. Box 911, San Carlos, 94070. (510-206-7987) Bus. Agt.: Jason Knapp.

S 122 SAN DIEGO-Trevor Hay, 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Carlos Cota.

M 134 SAN JOSE/SANTA CLARA-David Levinson, P.O. Box 28585-Parkmoor, San Jose, 95159-8585. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Donald Ricker.

O 150 LOS ANGELES/SAN BERNARDINO/RIVERSIDE/POMONA/REDLANDS/LONG BEACH-Martin Borne, P.O. Box 5143, Culver City, 90231-5143. (818-557-1677) (Fax: 310-398-9445) Bus. Agt.: Carl Belfor.

S 158 FRESNO/MODESTO/STOCKTON-Scott Ellis, P.O. Box 5274, Fresno, 93755. (559-224-3151) Bus. Agt.: Eddie Williams (559-432-3277).

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/MARIN COUNTY-Mark Woodall, 1221 E. Cypress Avenue, Spc. 29, Redding 96002 (530-224-9994). Bus. Agt.: Donald E. Johanson, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977).

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Jason Mottley, P.O. Box 29284, Oakland, 94604-9284. (415-515-3387) Bus. Agt.: Jason Mottley.

M 215 BAKERSFIELD/VISALIA-Alisha Fadden, P.O. Box 555, Bakersfield, 93302. (661-862-0215) (Fax: 661-863-0569) Bus. Agt.: Lynn Gillette.

O 297 SAN DIEGO COUNTY-Gary Livengood, 4579 Lisann Street, San Diego, 92117. (858-270-1196) Bus. Agt.: Dale Hyder.

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) (Fax: 805-937-3372) Bus. Agt.: Kevin O'Dea.

SM 495 SAN DIEGO-Devin Morris, 1717 Morena Blvd., San Diego, 92110-3635. (619-275-0125) (Fax: 619-275-2578). Bus. Agt.: Jack Shepherd.

M 504 ORANGE COUNTY/PARTS OF CORONA-Andrew Kinnon, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Leslie Blanchard.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also Florida, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Western Region Director, Steve Flint, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-876-6383) Eastern Region Director, Chaim Kantor (New York: 212/647-7300); Central Region Director, Larry Gianneschi (Chicago/Orlando: 407/295-5577).



M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Steve Retsky, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) (Fax: 831-401-2379) Bus. Agt.: Bob Williamson.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Windy J.M. Arias, P.O. Box 883, San Bernardino, 92404. (909-888-1828) Bus. Agt.: Robert Szoke.

LF/VT/C 683 HOLLYWOOD-Marvin Davis, 9795 Cabrini Dr., #204, Burbank, 91504. (818-252-5628) (Fax: 818-252-4962) Bus. Agt.: Scott George.

PST,TE,VAT&SP 695 HOLLYWOOD-Elizabeth Alvarez, 5439 Cahuenga Boulevard, North Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Jim Osburn.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)-Diane Adler; Exec. Dir.: Ron Kutak; Asst. Exec. Dir.: Catherine Repola. 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Asst. Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

MPC 705 HOLLYWOOD- Paul DeLucca, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Buffy Snyder.

MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Agt.: Tommy Cole.

M 707 PALM SPRINGS/PALM DESERT/HEMET/ BANNING/ELSINORE/229 PALMS-Mark Forsyth, P.O. Box 2810, Rancho Mirage, 92270. (760-342-6002) (Fax: 760-346-6002) Bus. Agt.: Mark Forsyth.

MPSLT 728 HOLLYWOOD-Patric Abaravich, 14629 Nordhoff Street, Panorama City, 91402. (818-891-0728) (Fax: 818-891-5288) Bus. Agt.: Patric Abaravich

MPS&S-W 729 HOLLYWOOD-George Palazzo, 1811 W. Burbank Blvd., Burbank, 91506-1314. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: George Palazzo.

FAE 767 LOS ANGELES-Margaret Budd-Loa, P.O. Box 6309, Burbank, 91510-6309. (818-842-7670)(Fax: 818-982-3364). Bus. Agt.: Rana Jo Platz-Petersen (310-352-4485)(Fax: 310-352-4485).

TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS-Mary B. Seward, 13245 Riverside Dr., #300, Sherman Oaks, 91423. (818-789-8735) (Fax: 818-789-1928) Bus. Agt.: Ann Kelleher.

TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD-Andrea Pelous, 1182 Market Street, Suite 213, San Francisco, 94102. (415-861-8379) (Fax: 415-861-8384). Bus. Agt.: David Besser.

MPSAC 790 HOLLYWOOD-Camille Abbott, 13245 Riverside Dr., Suite 300-A, Sherman Oaks, 91423. (818-784-6555) (Fax: 818-784-2004) Bus. Agt.: Marjo Bernay.

TBSE 795 SAN DIEGO-David Robertson, 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-335-0795). Bus. Agt.: Darin Haggard.

ADG&STGA 800 LOS ANGELES (See also Illinois, New York and North Carolina)-Lisa Frazza, 11969 Ventura Boulevard, Suite 200, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Bus. Agt.: Scott Roth (Executive Director), John Moffitt (Assoc. Exe. Director).

USA829 CALIFORNIA REGIONAL OFFICE (See Also New York) - 5225 Wilshire Blvd., #506, Los Angeles, 90036. (323-965-0957) Bus. Agt.: Charles Berliner.

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. Agt.: Marjo Bernay.

T&T 857 LOS ANGELES/ORANGE COUNTIES-Eric Bolton, 13245 Riverside Dr., #300C, Sherman Oaks, 91423. (818-990-7107) (Fax: 818-990-8287) Bus. Agt.: Sergio A. Medina.

SS,CC,A&APSG 871 HOLLYWOOD-James Keough, 11519 Chandler Blvd., N. Hollywood, 91601. (818-509-7871) (Fax: 818-506-1555) Bus. Agt.: Missy Humphrey.

TWU 874 SACRAMENTO AND VICINITY-Nora Roberts, P.O. Box 188787, Sacramento, 95818-8787. Bus. Agt.: Linda Whitten (916-832-3396) (Fax: 916-991-7323).

MPST 884 HOLLYWOOD-Susan Reccius, P.O. Box 461467, Los Angeles, 90046. (310-652-5330) Bus. Agt.: Polly Businger.

CDG 892 HOLLYWOOD-Ann Somers Major, 11969 Ventura Blvd., 1st Floor, Studio City, 91604. (818-752-2400) (Fax: 818-752-2402) Bus. Agt.: Cheryl Downey (Executive Director); Rachael Stanley (Asst. Executive Director).

TWU 905 SAN DIEGO-Linda Boone Hodges, P.O. Box 124741, San Diego, 92112-4741. (619-885-0095) (Fax: 619-299-1009) Bus. Agt.: Michael Regna.

AMPE 916 LOS ANGELES-Conrad Villafior, 17410 Fontlee Lane, Fontana, 92335-5925. (909-823-1695).Bus. Agt.: Myrel Hodge.

S&FMT 923 ANAHEIM-Mark Russ, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: Michael Rao.

CANADA

S 056 MONTREAL, QC-Daniel Desjardins, 3414 ave du Parc, Ste. 320, Montreal, QC, H2X 2H5. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Gordon Page.

S 058 TORONTO, ON-Joel Thoman, 5 Lower Sherbourne, Ste. #201, Toronto, ON, M5A 2P3. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: William Hamilton.

M 063 WINNIPEG, MB-Stuart Aikman, 202-128 James Avenue, Winnipeg, MB, R3B 0N8. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: John Gallagher.

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.

S 118 VANCOUVER, BC-Mike Phelan, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) (Fax: 604-685-9554) Bus. Agt.: Alex McGibbon.

S 129 HAMILTON/BRANTFORD, ON-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-525-6657) Bus. Agt.: Gary Nolan.

S 168 VANCOUVER ISLAND, BC-Brendan Keith, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Agt.: Anton Skinner.

MPP,O&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.

S 210 EDMONTON, AB-Heather Wood, 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863)(Fax: 780-426-0307) Bus. Agt.: Randy Tomiuk.

S 212 CALGARY, AB-Vince Bevans, 201-208 57th Avenue, S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Prod.) Tom MacRae; (Stage) Geoff Frizzell.

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.

M 300 SASKATOON, SK-Greg McKinnon, P.O. Box 1361, SK, S7K 3N9. (306-343-8900) (Fax: 306-343-8423) Bus. Agt.: Greg McKinnon.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/ GUELPH/WATERLOO, ON-Les MacLean, P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller.

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. Agt.: Robert Shea.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON- Joseph Paonessa, P.O. Box 1594, Niagara On Lake, ON, LOS 1J0. (905-932-4461) Bus. Agt.: Jacob Smits.

S 467 THUNDER BAY, ON-James Austin, P.O. Box 28018, Thunder Bay, ON, P7E 6R5. (807-627-1460). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7G 4L5. (807-623-7927).

M 471 OTTAWA/KINGSTON/BELLEVILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-947-7000 x450) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

MPSPT 514 PROVINCE OF QUEBEC-Claude Rainville, 705 rue Bourget, Bureau 201, Montreal, QC H4C 2M6. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: 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 Jourmeault; (Proj.) Dominic Bernier; (Wardrobe) Rina Campion.

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

M 634 SUDBURY/NORTH BAY, ON-Keith Clausen, P.O. Box 68, Naughton, ON, POM 2M0. Bus. Agt.: Jamie Adamson (705-788-2447) (Fax: 705-788-2448).

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

TW,MA&HS 822 TORONTO, ON-Kim Cunik, 1-13 Gertrude Place, Toronto, ON, M4J 1R1. (416-461-1393) (Fax: 416-461-3375) Bus. Agt.: Cheryl Batulis, 54 Baycroft Lane., Aurora, L4G 4R2. (905-726-8668) (Fax: 905-713-1496).

SA&P 828 PROVINCE OF ONTARIO-Ellie Arscott, P.O. Box 22562-300 Coxwell Avenue, Toronto, ON, M4L 2A0. (416-438-3388) (Fax: 416-462-1695) Bus. Agt.: Katherine Lilley.

M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A3M5. (902-849-4957) Bus. Agt.: David Bailey.

MPSPT 849 ATLANTIC CANADA-Robert Grani, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Charlotte Shurko

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.

TWU 863 MONTREAL, QC-Maud Bergeron, 390 rue des Hirondelles, Beloeil, PQ, J3G 6G9. Bus. Agt.: Silvana Fernandez (514-944-2673).

MPSPT 873 TORONTO, ON-Mimi Wolch, 1315 Lawrence Ave., East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Mimi Wolch.

MPSPT 891 VANCOUVER, BC/YUKON TERR-Kelly Moon, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Kathleen Higgins.

M 898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mount Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Con Hayward.

M 906 CHARLOTTETOWN, PE-Rich Wilson, P.O. Box 2406, Charlottetown, C1A 8C1. Bus. Agt.: Damon Compton.

TWU 924 STRATFORD, ON-Sharon Parker, P.O. Box 21151, Stratford, ON, N5A 7V4. Bus. Agt.: Mary-Lou Robertson (519-949-4040).

COLORADO

S 007 DENVER/BOULDER-James Taylor, 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: James E. Taylor.

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

M 062 COLORADO SPRINGS-Bryan Patrick, 219 W. Colorado Avenue, Suite 102, Colorado Springs, 80803. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: John R. Young.

S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY-Dan Schoonover, P.O. Box 677, Fort Collins, 80522. 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. Reprs.: 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/STAMFORD/WESTPORT/BRIDGEPORT- Daniel Kirsch, P.O. Box 6699, Stamford, 06904. (203-975-0133) (Fax: 203-975-0133) Bus. Agt.: 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. Reprs.: 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.

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 Brasseur.

MPP,O&VT 224 WASHINGTON METRO. AREA-Trustee: International Vice President Walter Cahill, 483 Penwood Drive, Edgewater, MD 21037 (410-956-2457) (Fax: 410-956-2540).

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. Agt.: Jessica Evans.

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

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

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 North Fern Creek Avenue, 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.

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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 (See also Illinois)-Andrew J. Younger, 3585 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. Agt.: 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

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M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Laura Prather, P.O. Box 172, Bloomington, 61702-0172. (618-558-4281) Bus. Agt.: 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. Agt.: Mark Alfeo.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: 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).

IGC 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/CONNORSVILLE/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.

S 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/CRAWFORDSVILLE - 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. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN, 47119. (812-923-1295).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/ GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-273-4951) Bus. Agt.: Laura Sears.

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOET/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-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. Agt.: 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/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 1613 Summit, Kansas City, MO 64108. (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.: Trucica Quistarc.

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

KENTUCKY

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, Floyd 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/IRON-TON, 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 MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819. (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-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210. 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. Agt.: Bruce Holtman.

MPP,O&VT 181 BALTIMORE-L. Dave Foreman, 2701 W. Patapsco Ave., #110, Baltimore, 21230. (410-788-2856) Acting Bus. Agt.: Kari 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/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nichols.

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. Airy, 21771. (410-340-0049).

MASSACHUSETTS

S 011 BOSTON/WALTHAM-Richard T. McLaughlin, 90 Tyler St., 1st floor, Boston, 02111. (617-426-5595) (Fax: 617-426-6252) Bus. Agt.: Richard T. McLaughlin.

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. (508-756-8417).

O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

O 186 SPRINGFIELD/HOLYOKE/PITTSFIELD-Geraldine Hanley, 194 Kendall Street, Ludlow, 01056. (413-583-5170) Bus. Agt.: Kenneth A. Hanley.

M 195 LOWELL, MA./NEW HAMPSHIRE-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. Agt.: 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-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

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

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. Agt.: Cal Hazelbaker.

MPP,O& 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 Lokies, 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 Lombart.

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 Ostarteg.

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. Agt.: 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. Agt.: Mike McHugh.

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. Agt.: Jill Lucas.

M 616 MERIDIAN-Jerry Tucker, Jr., P.O. Box 2903, Meridian, 39302-2903. (601-481-5942).

M 674 BILOXI/GULFPORT-William A. Collins, 10094 Road 312, Pass Christian, 39571. (228-255-3301) Bus. Agt.: David Ashby.

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: John T. Beckman, Jr.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 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. Agt.: 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

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, 07096. (973-572-2226) (Fax: 201-330-7998). Bus Agt.: 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 Rodriguez.

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 (215-643-1282).

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: 505-255-1970) 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 Wechselblatt; (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-Richard M. Regnier, Sr., Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) (Fax: 518-372-3176) Bus. Agt.: Richard M. Regnier, Sr.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and 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. Agt.: Lynne Twentyman, 140 West 86th Street, #12B, New York, NY 10024.

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.

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. Agt.: 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. Agt.: Brian J. Frankel.

M 353 PORT JERVIS/SULLIVAN COUNTY-John B. Senter, III, P.O. Box 1432, Monticello, 12701. (212-677-5711) Bus. Agt.: John B. Senter, III.

M 499 POUGHKEEPSIE-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439)(Fax: 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-James Farnan, 47 County Route 76, 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 Gittlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-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 Road, Ridgewood, NJ 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio(201-447-0753).

M 749 MALONE-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

T&T 751 NEW YORK- Gene McElwain, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: 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. Klingenberg.

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). Bus. Agt.: Martin Schulman.

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. Agt.: William Pierce.

TWU 858 ROCHESTER-Kathleen Olson, 21 Wimbledon Rd., Rochester, 14617. (585-338-7915). Bus. Agt.: 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 CAROLINA/SAVANNAH, GA-Andrew Oyaas, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin.

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).

M 635 WINSTON-SALEM/LEXINGTON/ THOMASVILLE-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).

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.

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. (304-639-2517) (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: 937-279-6185) Bus. Agt.: Kenneth 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,O&VT 160 CLEVELAND/ASHTABULA/ LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-John Galinac, 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

SM 209 STATE OF OHIO-Jonathan Andrews, 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/ASHLAND, 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. Agt.: Michael Barnes.

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

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilke-Barre, 18703 (570-824-1665) (Fax: 570-824-6060). Bus. Agt.: 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.

S 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)

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGSGROVE/INDIANA-Kathryn Lake, P.O. Box 394, State College, 16804-0394. (814-883-0769) (Fax: 814-353-8379). Bus. Agt.: Fred Park, Jr.

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. Agt.: 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. Agt.: Elisa Murphy (215-643-1282)

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

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.

TW, MA & HS 830 STATE OF RHODE ISLAND-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 CAROLINA/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, #202/203, 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. Agt.: 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. Agt.: 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.: Shelly Gene Coffey.

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

TWU 894 KNOXVILLE-Leslie Percelly, P.O. Box 14653, Knoxville, 37914. (865-659-9701) (Fax: 865-922-8608) Bus. Agt.: 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. Agt.: 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. Agt.: 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. Agt.: 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: 512-452-1507) Bus. Agt.: Jon Maloy.

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

M 331 TEMPLE/KILLEEN/BRYAN/WACO-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-Paul Thompson, 4841 W. Royal Lane, Irving, 75063. Bus. Agt.: David Dick.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALLS/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. Kearns, 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/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-2748). Bus. Agt.: James A. Nelson.

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/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/WILLIAMSBURG-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 Iardi, 720 Sendero Court, Chesapeake, 23322. (757-237-5058) (757-410-9897). Bus. Agt.: Dale Lee Evans.

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/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nichols.

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

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/BREMERTON/BELLINGHAM/MT. VERNON/SEDO RO WOOLEY/PORT ANGELES/BURLINGTON/CONCRETE/STANWOOD/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&E 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/STEBENVILLE, OH-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. (304-639-2517) (Fax: 304-242-6134) Bus. Agt.: Frank Scarnecheia.

S 271 CHARLESTON-Craig Calhoun, P.O. Box 75323, Charleston, 25375 (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

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

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/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389) Bus. Agt.: John Nichols.

WISCONSIN

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

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

O 164 MILWAUKEE-Donald Hoyt, 3260 North 95th Street, Milwaukee, 53222. (414-449-9444) (Fax: 414-259-9640) Bus. Agt.: 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/WISCONSIN 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. 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.

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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:

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 Royal.

T B66 SACRAMENTO-Juanita Ruiz, P.O. Box 19063, Sacramento, 95819. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: 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: International Representative Christine Greenlaw, 22 St. Joseph Street, Toronto, ON, M4Y 1J9 (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. Agt.: 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-Jim Curran, 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. Agt.: Antonio Bullock.

FLORIDA

AFE AE937 TAMPA-Int'l Representative-in-Charge: Ben Adams, 1510 North Fern Creek Avenue, Orlando, 32803 (407-704-2788) (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

T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

MASSACHUSETTS

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128)(Fax: 617-868-8194) Bus. Agt.: Beverly McCormack.

AFE B935 WORCESTER-Mike McKenzie, 40 Cudworth Road, Webster, 01570 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).



MT B751 NEW YORK-Trustee: Daniel Mahoney, 1430 Broadway, 20th floor, New York, 10018. (212-730-1770) (Fax: 212-730-7809).

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

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UNITED STATES POSTAL SERVICE. Statement of Ownership, Management, and Circulation (All Periodicals Publications Except Requester Publications)

1. Publication Title: OFFICIAL BULLETIN

2. Issue Frequency: QUARTERLY

3. Issue Date: 9/17/07

4. Annual Subscription Price: \$3.00 (single-member)

5. Complete Mailing Address of Headquarters or General Business Office of Publisher: 1430 BROADWAY, 30th FLOOR, NEW YORK, NY 10018

6. Complete Mailing Address of Principal Office of Publisher: 1430 BROADWAY, 30th FLOOR, NEW YORK, NY 10018

7. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer): 1430 BROADWAY, 30th FLOOR, NEW YORK, NY 10018

8. Complete Mailing Address of the Publisher: 1430 BROADWAY, 30th FLOOR, NEW YORK, NY 10018

9. Complete Mailing Address of the Editor: 1430 BROADWAY, 30th FLOOR, NEW YORK, NY 10018

10. Complete Mailing Address of the Business Manager: 1430 BROADWAY, 30th FLOOR, NEW YORK, NY 10018

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11. Publication Title		14. Issue Date for Circulation Data Below	
OFFICIAL BULLETIN		3RD QUARTER 2007	
12. Extent and Nature of Circulation		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)		88,838	89,418
b. Paid Circulation (By Mail and Outside the Mail)			
(1)	Mailed Outside-County Paid Subscriptions (Based on PS Form 3847 (Include paid distribution above normal rate, advertiser's proof copies, and exchange copies)	83,603	84,286
(2)	Mailed to County Paid Subscriptions (Based on PS Form 3847 (Include paid distribution above normal rate, advertiser's proof copies, and exchange copies)	0	0
(3)	First-Class Distribution Outside the Mail (Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS)	13,870	13,893
(4)	Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)		
c. Total Paid Circulation (Sum of 11b(1), (2), (3), and (4))		97,473	98,179
d. Free or Nominal Rate Circulation (Outside County Copies Included on PS Form 3847)			
(1)	Free or Nominal Rate to County Copies (Included on PS Form 3847)		
(2)	Free or Nominal Rate to County Copies (Included on PS Form 3847)		
(3)	Free or Nominal Rate Copies (Mailed at Other Classes Through the USPS (e.g. First-Class Mail®))		
(4)	Free or Nominal Rate Distribution (Outside the Mail (Carriers or other means))	1,295	1,240
e. Total Free or Nominal Rate Distribution (Sum of 11d(1), (2), (3), and (4))		1,295	1,240
f. Total Distribution (Sum of 11c and 11e)		98,768	99,419
g. Copies not Distributed (See Instructions to Publishers on Page 202)			
h. Total (Sum of 11a and 11g)		88,838	89,418
i. Paid Print (PS Form 3847, 11b(1), (2), (3), (4))		1,005	1,005
13. Publication of Statement of Ownership			
<input checked="" type="checkbox"/> This publication is a general publication, publication of this statement is required by law to be printed in the 4th issue of the publication.		<input type="checkbox"/> Publication not required.	
17. Signature and Title of Editor, Publisher, Business Manager, or Owner			
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Resolve

To ring in the New Year with IATSE member savings!

IT'S RESOLUTION TIME... the perfect time to take control and get your life into better shape. This year, resolve to take full advantage of your union's benefits. There's no better way to **stretch your hard-earned paycheck** and enrich your life both on and off the job. Check out the special savings and customized services available only to union members. Here are some of the ways your IATSE benefits can help you make a strong start this New Year.

- SHAPE UP your body**
 - With union discounts at more than 1,500 **health clubs** nationwide, including Bally Total Fitness, select Gold's Gyms and other top **fitness centers**.
- FIX your finances**
 - Get **FREE credit counseling** and **budget advice**. Save 15% on all myFICO **credit score products**, including credit reports and personalized score explanation.
- IMPROVE your connections**
 - Save **10% off** the regular rate of any individual or family **calling plan** purchased at an **AT&T Wireless** store

For more information about **benefits** available to IATSE members visit

www.UnionPlus.org

IATSE New Year's Ad-11/07