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IATSE 02/08

# IATSE OFFICIAL Bulletin

FIRST QUARTER 2008

NUMBER 619



ORLANDO, FLORIDA

Home of the 2008 Mid-Winter  
General Executive Board Meeting

SITE OF THE 2009  
INTERNATIONAL CONVENTION

# IATSE OFFICIAL Bulletin

FIRST QUARTER, 2008

NUMBER 619

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### 10 Report of the General Executive Board Meeting

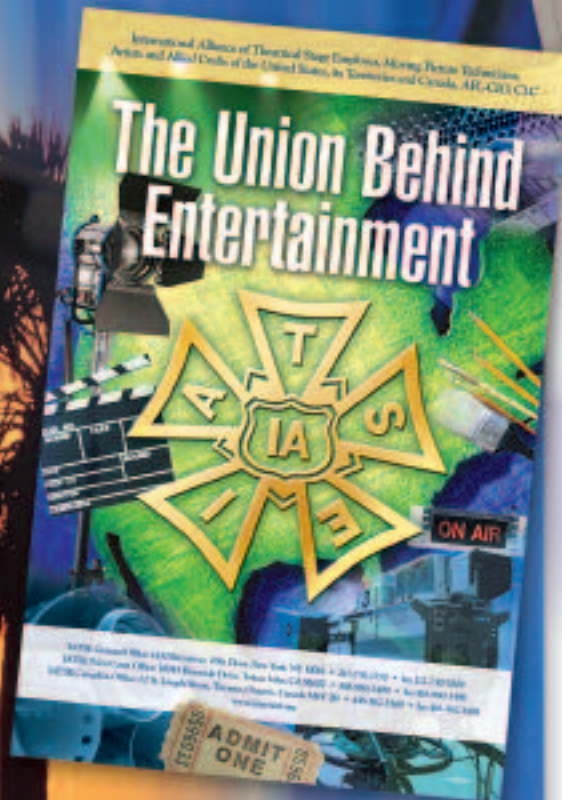
Orlando, Florida, January 14-18, 2008

### 33 IATSE Staff Member to Serve as Delegate

At Democratic National Convention

### 39 New Benefit Program for Canadian Members

Check out Union Savings Web Site



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

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

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WWW.IATSE-INTL.ORG

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

JPEG or TIFF file formats only please.

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

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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Dear Sisters and Brothers:

We are now living in one of the most challenging times for working families in decades. Both nationally and internationally, we are seeing upheavals and disruptions unlike any we have seen since the first half of the last century. Within the entertainment industry, recent events have had effects that will take years to resolve.

There are, however, some signs of progress. In the United States as a whole, union membership has started to rise. In our industry, the quick and positive agreement between the DGA and the AMPPT has given us hope, where only a few weeks ago, the picture for many of us was bleak indeed.

An end to the Writers' strike solves only one of the grave issues facing the entertainment industry. We are seeing a profound change in the way we work — mainly in the development of new technologies that both threaten our futures and present us with new opportunities unheard of just a few years ago. The "family business" that many in the industry have grown up in, with generations in the same Locals, is now one controlled by global corporations with little interest in the welfare of those working families that make up a tiny portion of their bottom lines. It is up to us to prove that a well-trained work force, with skill sets that are unique and crucial to the efficient production of the best entertainment, is worthy of care, attention, and consideration.

We have no clear picture of how new media will affect us. It is our responsibility to make certain that as these new technologies develop, we are ready, able, and willing to do the jobs presented to us. We must be on the leading edge of creative solutions to the challenges we face. Our forbears adapted to dramatic changes, and I have no doubt that the present generation can do the same.

We cannot stop striving for a better quality of life for all of our members—better working conditions, better communication, and better benefits—even in the face of governmental roadblocks thrown up by an administration that has repeatedly proven itself hostile to those fortunate and brave enough to be union members.

The coming national election will give all working families an opportunity for change and better representation. For the members of this Alliance, it will provide a chance to prove once again that we have a vested interest not only in our industry, but in our country—and a chance to remind our leaders and fellow citizens of the importance of the work we do to our country's place in the world. We hope for national health care, we hope for a stable and peaceful foreign policy, and we hope for the rehabilitation of the American image abroad. Most of all, we hope that come November, we will have elected friends of organized labor who will turn our hopes into a reality of better days.

Fraternally yours,

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at the Westin Horton Plaza, 910 Broadway Circle, San Diego, California 92101 at 10:00 a.m. on Monday, July 28, 2008, and will remain in session through and including Friday, August 1, 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 Westin Horton Plaza by calling the hotel reservations department at 619-239-2200 or 1-800-WESTIN-1. Guest room rate for the IATSE is \$249.00, 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 affiliation with the IATSE.

Reservations can also be made through the IATSE Web site ([www.iatse-intl.org](http://www.iatse-intl.org)).

Cut Off Date: July 3, 2008.

The Stage Caucus will be held at the Westin Horton Plaza on Sunday, July 27, 2008 at 9:00 a.m. in the Plaza Room. Representatives of Stage, Wardrobe and Mixed locals are welcome.

## Information Is Available For New Officers

For many local unions, the first quarter is a time in which newly elected officers begin their duties. As a result, I have noticed an increased volume of requests from local union officers seeking information. In the spirit of helping our newly elected Secretaries and Treasurers, the following is a list of publications available from the General Office that may be helpful to you:

### International Constitution and Bylaws

Delegates to International Conventions approve changes to this document and therefore new editions are printed every four years. The present 65th edition was adopted July 22, 2005 and is beige in color. International Constitutions and Bylaws are available to local unions at a cost of \$2.50 per copy.

### Local Union Secretary and Treasurer Handbook

This booklet is designed to familiarize officers with the necessary procedures and overall duties and responsibilities related to their positions.

### Sample Constitution and Bylaws for Local Unions

The original purpose of this booklet was to assist newly chartered local unions with the development of their initial Constitution and Bylaws. However, because of its simplicity, many older local unions use this document as a starting point when re-writing their Constitution and Bylaws.

### Advice To Members Of Trial Boards of Local Unions In the Conduct of Trials

This booklet should be used in conjunction with Articles Sixteen and Seventeen of the International Constitution and Bylaws. The information contained in the booklet is intended to answer many of the questions that arise before, during and after trials are completed.

### Welcome To The I.A.T.S.E. Pamphlet

This pamphlet replaced the old Introduction to the I.A.T.S.E. booklet. The pamphlet contains a brief history of the IA, a description of our structure and benefits as well as a message from President Short. The pamphlet is designed to allow our local unions to place their contact information on the pamphlet and is available in English, Spanish and French. Local unions may purchase these at \$0.30 per pamphlet.

If you are a local union officer interested in receiving any of the above-mentioned publications please do not hesitate to contact the General Office.



PRICE INCREASES

As a result of the rapid increase in the value of gold, our supplier is substantially increasing prices for the 10 karat gold I.A.T.S.E. emblems. Effective April 15, 2008 the single 10k emblem price will be increased to \$114.00 and the 10k emblem with a year bar will be increased to \$123.00.

2008 SUPPLIES

Those local unions that were in compliance with their financial and reporting obligations with the International were sent their 2008 membership cards and supplies in late November of last year.

If your local union has still not received their supplies for 2008, you are advised that at this late date the 4th Quarter Report for 2006 must be submitted and the per capita stamps for all of 2007 as well as the 1st Quarter of 2008 must be purchased before your supplies can be sent.

## IATSE Attends Canadian Production Industry Conference

IATSE representatives and business agents attended the CFTPA (Canadian Film and Television Production Association) conference in Ottawa, the nations capital, on February 20-22. The conference is a well attended annual event where by the Canadian motion picture production industry from Producers to Unions to motion picture suppliers, come together and where key Canadian political figures give speeches and the industry has an opportunity to network. Those in attendance were David Brown (Vice President of Local 856), Kathleen Higgins (Business Agent, Local 891), Christie Greenlaw, International Representative,

Andrew Gordon (President Local 295), Maryam Decter (Secretary-Treasurer, Local 856), Joe Laurin (Business Agent, Local 856), Don Ramsden (Business Agent, Local 669), Charlotte Shurko (Business Agent, Local 849), John M. Lewis (International Vice President and Director of Canadian Affairs), Ruth Leggett (President, Local 849), Julia Neville (International Representative), Christian Lemay (Business Manager Local 667 Quebec), Rob McEwan (President, Local 669), Rick Perotto (Business Representative, Local 667), Kirk Cheney (Business Agent, Local 873), Michel Charron (Business Agent, Local 514), and Robert Shea (Business Agent, Local 411).

### THE MANITOBA ADVANCED FILM AND TELEVISION WORKSHOPS

On January 19-21, 2007, The Manitoba Production Centre hosted, along with IATSE Locals 856 and 669, the Manitoba Advanced Film and Television Workshops.

Over 20 workshops and information sessions were held over three jam-packed days, including costume, continuity, assistant directing, set decoration and the master lighting, camera and grip workshops - featuring the Canadian workshop debut of the Arriflex D-20 digital cinema camera. A total of 22 instructors were flown in from around the world to work with and instruct participants on \$3 million dollars' worth of state-of-the-art equipment.

Local 856 Business Agent Joe Laurin helped coordinate the building of sets by the over 60 Local 856 members who volunteered their time to help transform the Manitoba Production Centre into an international training centre. Members from IATSE Local 891 were also flown in to Winnipeg to assist in the pre-lighting and rigging of the sets. Over 500 volunteer days were required to build the sets and prepare for this extraordinary event.

One of the highlights of the three-day workshops

was the interaction between a number of highly respected IATSE Directors of Photography from both Canada and the United States. They shared their insights, experiences and war stories on the challenges and opportunities of lighting sets in the new era of Digital Cinema.

The extensive involvement by the members of the IATSE in this unprecedented workshop in Winnipeg, Manitoba, is a further example of the commitment of the IATSE and its locals in the United States and Canada to training and meeting the demands of ever-changing technology.



Local 669 Director of Photography Karl Herrmann, who ran a number of workshops

## Bergen County Officials Honored by New Jersey Local

Local 632 is proud to announce its newest members. Honorary IATSE Gold Cards were awarded to Senator Loretta Weinberg, Assemblywoman Valerie Vainieri-Huttle, Assemblyman Gordon M. Johnson and Bergen Performing Art Centers' CEO Frank Huttie. These "friends of labor" were honored with the cards at the New Jersey AFL-CIO convention in Atlantic City. These legislators were instrumental in help keeping IATSE jobs in Bergen County.

They are shown here being sworn in at Local 632's December Meeting.



From Left to right: James DeWolf, Vice President Local 632 IATSE; Frank Huttie III, President & CEO- Bergen Performing Arts Center-Englewood, New Jersey; Assemblywoman Valerie Vainieri-Huttle (D) 37th District, New Jersey; Larry Sharkey, New Member Local 632; Assemblyman Gordon M. Johnson (D) 37th District, New Jersey; Senator Loretta Weinberg (D) 37th District, New Jersey and Kevin O'Brien, President Local 632 IATSE.



Pictured here are members of Local 500 South Florida who have recently received their Gold Cards. Congratulations to you all!

From left to right (front row): Ellison Miller 42 years, William Goff 43 years, R. Elaine Marshall 32 years, Howard Hinchie, Jr. 50 years of service to the IA.

Not shown - James J. Serpico 36 years. Back row, from left to right: Secretary/ Business Representative Alan Glassman, Executive Board member (Wardrobe) Sandra DelConte, Vice President Craig Toth, Executive Board (Stage) Ben Cenoducati, Executive Board member (Projection) John Nathan, Trustee Glenn Belfer and Secretary Treasurer Craig Hobbs.



## Expansion Equals Opportunity for Local 300

The city of Saskatoon, Saskatchewan has seen some major expansion to its theatrical and convention facilities. Since its 1968 opening, the TCU Arts and Convention Facility has played host to the city's largest events and has regularly employed IATSE Local 300 members. Just over a year ago, renovations to TCU Place saw its convention facilities double in size from 52,000 to 104,000 sq feet. Local 300 has a long-standing collective agreement with TCU and is regularly employed performing the venue's audio-visual and convention work. This expansion will increase both the traditional convention work and will result in a number of full-time positions for the Local.

Across town, the Persephone Theatre was putting the finishing touches on its new venue, which hosted its Grand Opening on January 22nd. The Persephone had humble beginnings when co-founded in 1974 by Janet Wright, star of the award-winning television series *Corner Gas*. In its first sea-

son, Persephone performed out of the Mendel Art Gallery and eventually moved into its own home.

Thirty-two years and \$11 million dollars later, the Persephone is now at its new location and continues to employ Local 300 members. The Local's agreement was with the company rather its previous venue, so when the company moved houses,

the agreement simply rolled over to the new building. The new Persephone Theatre boasts a main and second stage and, equally as important to our membership, in-house carpentry and costume workshops. This will translate into increases in casual and full-time employment opportunities. The future looks strong for the IATSE in Saskatoon.



**Local 300 Film & Stage Business Agent Greg McKinnon, International Vice President & Director of Canadian Affairs John Lewis, and Jody Longworth, Local 300 Member & Technical Director of Persephone Theatre, during construction.**



### LOCAL SOLIDARITY FOR COMMUNITY CENTER

The community of Central and Northern Michigan Local 274 held "Pulled Pork for Poverty...Kids On Up" - a benefit for the North side kids of Lansing, Michigan. Local 274 tailgated during the Michigan State vs. Michigan game, and sold pulled pork to whoever walked up. The Wharton Center for the Arts and the crew of "Camelot" was also involved, since the show was in town. The money raised was given to a North side Community Center. The Local thanks everyone who was involved.

**Brother Tim Simon worked the barbeque.**



### IATSE – EXHIBITOR AT INTIX

On January 29, 2008 in Chicago, Illinois, INTIX held its annual Conference & Exhibition. Every major supplier is represented at the exhibition and vendors use the conference to launch new products as well as user meetings for existing clients. A number of IATSE Treasurers and Ticket Sellers Locals staffed the booth.

**Left to Right: Ira Alper, Gene McElwain, Sergio Medina, Fred Bonis, Anne Reda, Anne Vantine, Dan Kerins, Mike Gilotte, Joe Scanapicco, Dan Ahearn, Jerry Kelly, Pete Meyers, Tony Terronez, Bill Castellano, Tom Sheppard**



**From left to right: New Mexico Symphony Orchestra President and CEO Eric Meyer; New Mexico Symphony Orchestra Board Chairperson Cheryl Solomon; Local 423 Business Agent Brian P. Shaffer and Secretary-Treasurer, Mike Kitts. The photo was taken at the signing of the New Mexico Symphony Orchestra Collective Bargaining agreement.**

### VICTORIOUS OFFICERS ELECTION FOR NEW YORK PROJECTION LOCAL

International President Thomas C. Short assigned International Vice President/Division Director of Motion Picture and Television Department Matthew Loeb to administer the Oath of Office to Local 306 officials on January 8th, 2008. These officials emerged victorious in the triennial election concluded on December 19, 2007.

Local 306 remains a successful projection and audio-visual local, and is also making gains representing front-of-house personnel in New York's legitimate theaters. After the ceremonial Oath of Office, the group posed for this informal photo, taken by Brother Lee Tucker.





#### CALL TO ORDER

The regular mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, January 14, 2008 in the Swan Ballroom at the Walt Disney World Swan Resort in Orlando, Florida.

#### 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 and Director of Motion Picture and Television Production  
ANTHONY DE PAULO,  
Sixth Vice President and Co-Director of Stagecraft  
DAMIAN PETTI,  
Seventh Vice President  
BRIAN J. LAWLOR,  
Eighth Vice President and Co-Director of Stagecraft  
MICHAEL F. MILLER, JR.  
Ninth Vice President  
JOHN T. BECKMAN, JR.  
Tenth Vice President

DANIEL E. DI TOLLA,  
Eleventh Vice President and Director of Organizing  
JOHN FORD,  
Twelfth Vice President  
JOHN M. LEWIS,  
Thirteenth Vice President and Director of Canadian Affairs  
In addition to the members of the Board, those present included: International Trustee George Palazzo, Assistants to the President Deborah A. Reid and Sean McGuire; Retired Vice President Nick Long; Director of the Trade Show and Display Work Department William E. Gearns, Jr.; International Representatives Ben Adams, Michael David, Don Gandolini, Greg Kasper, Gavin Koon, Julia Neville, Robert A. Trombetta, Patricia A. White and Joel Youngerman; Special International Representatives Ira Alper and Ronald G. Kutak; Assistant to the Editor MaryAnn Kelly; and Staff Members Arthur Bracco, Barbara Jackson, Colleen Paul, Anne Mankos and Terri Simmons.

Also present at various sessions of the Board meeting were representatives of Locals: One, New York-Westchester-Putnam Counties, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 12, Columbus-Newark-Marysville-Delaware, OH; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam, NY; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 22, Washington, D.C.; 27, Cleveland-Ashtabula-Lorain-Elyria- San-

dusky- Erie County, OH; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 59, Jersey City, NJ; 60, Pensacola-Panama City-Destin, FL; 110, Chicago, IL; 122, San Diego, CA; 161, States of New York/New Jersey/Connecticut; 182, Boston-Lynn-Salem-Waltham, MA; 212, Calgary, Alberta; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 363, Lake Tahoe-Reno, NV; 411, Province of Ontario; 412, Bradenton-Sarasota, FL; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/ State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 487, Mid-Atlantic States; 490, State of Minnesota; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee-Northern Mississippi; 495, San Diego, CA; 500, South Florida; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeastern New Jersey; 667, Eastern Canada; 669, Western Canada; 680, Halifax-Dartmouth, NS/St. John-Moncton-Fredericton, NB; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 752, Philadelphia, PA; 762, Chicago, IL; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 790, Hollywood, CA; 798, New York, NY;



The Host Locals of the Mid-Winter General Executive Board meeting welcomed the Official Family, Local Union Representatives and guests to Orlando.

799, Philadelphia, PA/Camden, NJ; 800, Los Angeles, CA; 822, Toronto, ON; EE/BPBD 829, New York, NY; USA 829, United States; 835, Orlando, FL; 839, Hollywood, CA; 847, Hollywood, CA; 849, Atlantic Canada; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 891, Vancouver, BC/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; 18032, (ATPAM) New York, NY; and B192, Hollywood, CA.

#### HOST LOCALS

Prior to the official opening of the Board meeting, the General Executive Board and attending members of the Official Family were invited to attend a breakfast held by Host Locals 631, 600, 780, 835 and 843 at 8:00 a.m. on Monday, January 14. The breakfast was attended by the following representatives of the Host Locals Committee: Local 477 – Jack Nealy, J. Greg Kasper, George Cerchiai; Local 600 – Rusty Burrell, Bruce Doering, John Hillsman; Local 631 – Joseph M. Mast, Jr., Kimberly A. Bowles, William C. Allen, Jr., Barry Tillis; Local 835 – Herman Dagner, Charles Bruno, Richard Vales; and Local 843 – JoAnne Adams.

At the opening session of the Board meeting the Host Locals committee extended a warm welcome and thanked the Board for bringing their meeting back to the City of Orlando.

On behalf of the General Executive Board, President Short expressed his thanks for the hospitality demonstrated by the Host Locals and looked forward to a pleasant week in Orlando.

#### INTRODUCTIONS

At the onset of the meeting President Short announced his appointment of International Representative Julia Neville whose primary focus is in Western Canada and works out of the International's new office serving that area in Vancouver.

President Short also introduced Samantha Dulaney who would soon begin working at the New York General Office as In-House Counsel. Samantha comes to the International from the Spivak law firm and has worked with the International on various issues over the past 8 years.

#### REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James

B. Wood appeared before the Board and presented the following report:

#### Local Union Supplies For 2008

The process of distributing the 2008 supplies began in late November of last year. Supplies were sent to those local unions that had filed their first three Quarterly Reports for 2007 and had purchased all of their per capita stamps for 2006.

As of January 11th, all but 45 of our 404 local unions have complied with the reporting and per capita stamp purchase requirements and have their 2008 supplies. If a local union has not received their supplies, they are encouraged to contact the Finance Department to determine what issues are preventing their supplies from being sent.

#### I.A.T.S.E. Web Site

The International Labor Communications Association is the professional organization of labor communicators in North America. Membership is open to National and International unions, regional and local unions in the United States and Canada.

Each year the ILCA conducts a media contest for a number of differ-



**International Representative Julia Neville, President of Local 669 Rob McEwan, International Vice President/Director of Canadian Affairs John M. Lewis, Secretary of Local 891 Kelly Moon, Treasurer of Local 891 Frank Haddad and President of Local 891 Ken Anderson informed the Board on the status of Insight Films.**

ent categories and for 2007 the I.A.T.S.E. Web site was selected as the winner for general excellence in the category of National and International unions. The judges commented that the site contained "simple and strong graphic sense; very clean design; elegant, with good use of drop downs; up-to-date"

The Web site continues to be a very crucial component of our communication strategy and remains extremely popular. The site averages in the area of 50,000 hits per day, which would indicate that members and non-members alike visit the site regularly. The site provides a vehicle to communicate our message in a timely manner and it also provides organizing leads and opportunities.

Recent additions to the site include the establishment of an email link to the Stagecraft Department and the posting of the French version of the Official Bulletin in a PDF format. With the election season upon us, there will soon be a new section added entitled "Election 2008" which will contain election relevant material.

#### **Poster Sales**

During the mid-Summer General Executive Board meeting in St. Louis it was reported to the Board that a new promotional poster had been designed and would be made available to our local unions and members. The poster served as the cover design for the Third Quarter 2007 issue of the Official Bulletin and its availability is referenced again in the inside front cover of the most recent Bulletin.

A number of orders have been received for both sizes of the poster and it is being extremely well received. With the assistance of International Representative Mark Kirakofe, we will also be incorporating its design into the booth that we send to various trade shows where the I.A.T.S.E. has a presence.

#### **DOL Updates**

In August 2007, President Short assigned General Secretary-Treasurer Wood to attend a meeting in Washington, DC with the Department of Labor. The DOL called the meeting to obtain opinions from organized labor in terms of the possibility that the DOL would remove the ability of

smaller local unions to file the simplified Form LM-3 and Form LM-4.

The stated purpose of the possible change was to provide a "greater transparency" to the memberships because of the much more detailed reporting requirements contained on the Form LM-2. General Secretary-Treasurer Wood expressed that in the opinion of the I.A.T.S.E., the detailed reporting requirements of the Form LM-2 would serve as an undue burden for smaller local unions. At the present time no change to the filing requirements for smaller locals has been announced.

Given the large amount of difficulty many unions have been having filing their Form LM's electronically, the DOL recently established a dedicated help desk along with a toll-free telephone number to provide technical assistance.

#### **2008 America@Work Show**

This year the show will be held in Detroit, Michigan at the Cobo Center from May 16th to 18th. The Union Label and Service Trades Department of the AFL-CIO continues to work hard to attract a broader range of attendees to the show and will launch

a local advertising campaign prior to the show in an attempt to increase the percentage of attendees that are coming from non-union households.

The IA has once again reserved a 20' by 60' booth space, and with the assistance of our local unions in the Detroit area, all of our crafts will be highlighted.

#### **In Other Finance Department News,**

1. We continue to receive royalty payments from both the AFL-CIO credit card program and other Union Privilege programs. During 2007 we received payments totaling almost \$240,000.

2. As a result of an ever-increasing number of "rush" requests for consultation responses for INS Visas, over \$440,000 in fees were generated during 2007, the highest amount since we started this program. In keeping with the procedures established when the INS consultation fees were first introduced in 2003, all of these monies received are deposited into the Defense Fund.

#### **REPORT OF THE DEFENSE FUND COMMITTEE**

Pursuant to Article Fourteen, Section 6 of the International Constitution, International President Short recommended to the General Executive Board the appointment of John Lewis as the Canadian Vice President to replace the former Vice President Mimi Wolch on the Defense Committee. The General Executive Board unanimously approved the selection of Vice President Lewis.

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

International Trustee George Palazzo appeared before the Board to

present the Report of the Board of International Trustees covering the period of May 1, 2007 to September 30, 2007.

The General Executive Board accepted the Report.

#### **APPEALS OF BROTHERS DOUGLAS HART, TONY MAGALETTA, DAVID GARDEN, MICHAEL FREDIANI, WILLIAM ROBERTS AND PAUL FERRAZZI – MEMBERS OF LOCAL NO. 600, NATIONAL CAMERA LOCAL (UNITED STATES)**

Local 600 held an election of officers on May 7, 2006. Brothers Douglas Hart, Tony Magaletta, David Garden, Michael Frediani, William Roberts and Paul Ferrazzi filed appeals to the election.

Brother Hart's appeal was dismissed as untimely pursuant to Article Seventeen, Section 8 of the International's Constitution. The time period prescribed for filing appeals concerning nominations or elections is fifteen (15) days. Brother Hart's appeal was filed on July 7, 2007, well outside of the 15-day period.

Brothers Magaletta, Garden, Frediani, Roberts and Ferrazzi filed separate appeals to the International President, each alleging numerous grounds of election abuses, violations of procedural due process, and technical violations of the Local's Constitution and Bylaws. After reading the record in the appeals, President Short dismissed the appeals finding no merit to any of the grounds set forth. President Short found that the election investigation was detailed and the Local's responses thorough. He found that the decision of the Local 600 National Executive Board was based on a reasonable interpretation of the facts.

Upon a review of the records with regard to the written appeals of Brothers Magaletta, Garden, Frediani, Roberts and Ferrazzi, the General Executive Board voted to uphold the decision of International President Short who did not vote. The Board found that nothing in any of the records warrants setting aside the results of the election, thus denying the appeals and upholding the determination of the International President.

#### **LOCAL NO. 2 CHICAGO, IL**

Brother Craig Carlson, Business Representative of Local No. 2 appeared before the Board to report on the organizing efforts of the Local. At Hubbard Street Dance, a small repertory dance company, Local 2 organized a unit of five employees and secured a contract that included substantial wage improvements and, for the first time, benefit contributions.

The 10,000 seat Sears Centre was also organized and a two-year standard arena contract was signed. Onesti Entertainment was also organized. Onesti operates Country Club Hill, located some thirty miles from Chicago. The venue has about 1,400 seats total.

#### **LOCAL NO. 306 NEW YORK, N.Y.**

Appearing on behalf of Local 306 were Local President Michael Goucher, Secretary-Treasurer Hugo Capra and Business Agent Barry Garfman.

Appearing on behalf of Local One were President James J. Claffey, Jr., Business Agent Kevin McGarty and Business Agent Robert Nimmo.

Local 306 requested an appearance before the Board to seek the International's assistance in resolving a jurisdictional dispute with Local



One regarding audio-visual work in hotels within the geographical jurisdiction of New York City. Local 306 contended that its jurisdiction was being invaded by the action of Local One claiming audio-visual work. In response, Local One stated that it has organized some audio-visual work because Local 306 failed to do so.

In some instances, it was explained that it was the employer who chose Local One, but it was not Local One's intent to invade Local 306's jurisdiction. Both Locals acknowledge the phenomenon of the merging technologies between lighting and audio-visual work. Further, it is the employers that make the work assignments, not Local One.

President Short reiterated that each Local's jurisdiction is determined by the International Constitution and its respective Charter. He further explained that video projection is the jurisdiction of Local 306 and likewise, multi-image display and slides are under the jurisdiction of Local 306. Local One has jurisdiction for staging, including lighting, drapery, scenery, and sound equipment.

As to current contracts held either by Local 306 or Local One, they are not the subject of this resolution. President Short advised that organizing in this audio-visual area must be done by Local 306 in an aggressive manner so that the industry becomes unionized. The IATSE Constitution requires Locals to organize in their jurisdiction. That is a mandate.

President Short encouraged both Locals to better communicate with each other so that collectively the Locals can assure that those doing the work will get organized for the good of the entire Alliance.

The International President reiterated that the two Locals need to sit down to work out the details while understanding and observing the jurisdictional divide as described in the report.

Either both Locals need to organize aggressively or the work will not be IATSE work. This would be an unacceptable result. The work must be covered under the IATSE banner.

Both Locals gave their assurances that they will work with each other and together they will engage in active organizing for this hotel work.

#### **LOCAL NO. 680, HALIFAX, NS**

International Vice President John M. Lewis, Assistant to the President Sean McGuire, Sister Ruth Leggett and Brother Marcel Boulet representing Local 680, appeared before the Board to report on the progress of the Local.

Local 680 was assisted by Assistant to the President McGuire in the organizing in its jurisdiction. Prior to this organizing effort Local 680 had few collective agreements.

Local 680 organized the Halifax Metro Center resulting in a new four year contract with the venue. The Royal Nova Scotia International Tattoo was organized resulting in a new agreement. The membership of Local 680 has increased by twenty percent.

Local 680 also joined the Canadian Retirement Plan and the Local has recently submitted a new Constitution to President Short for his approval. The new Constitution reflects the newly expanded Local 680.

#### **LOCAL NO. 150, LOS ANGELES, CA**

Business Representative Carl Belfor appeared before the Board to advise that negotiations are com-

mencing with the Directors Guild of America for the renewal of the Agreement covering the projectionist crew at the DGA's building in Los Angeles.

Seven positions are covered by the contract with DGA.

Brother Belfor also described the Local's plans to organize digital cinema service technicians across the country, uniting several Locals in the process.

President Short encouraged Local 150 to work with Local 33 to organize in the Los Angeles area hotels in order to capture audio-visual work in those venues.

It was also announced that on July 8, 2008 Local 150 will be 100 years old and a celebration will occur for that event.

#### **AXIUM INTERNATIONAL**

International Vice President Michael F. Miller, Jr., General Counsel Steven B. Spivak and West Coast Counsel James G. Varga reported on the Axiom International bankruptcy.

On Tuesday, January 8, 2008 Axiom International filed a Chapter VII Petition with the Bankruptcy Court in Los Angeles. Axiom was the third largest payroll service used in the entertainment industry. At the time of filing, Axiom was acting as primary signatory for 17 productions. More than 250 companies were using Axiom as the designated pay roller. By filing Chapter 7, Axiom is not trying to reorganize, rather it is out of business and the estate will be liquidated. The IATSE has retained bankruptcy counsel to take steps necessary to preserve the IATSE rights with regard to any and all claims that need to be filed. There is posted on the IATSE web site a mes-

sage to our members on what steps they should take if they are owed money. As of the time of the General Executive Board meeting, it was too early in the process to predict how creditors will fair in obtaining any money they are owed.

#### **CANADA**

International Vice Presidents John M. Lewis and Damian Petti, Assistant to the President Sean McGuire and International Representative Julia Neville appeared before the General Executive Board to summarize developments in Canada since the mid-Summer General Executive Board meeting in St. Louis in July 2007.

Local 58 (Toronto - Stage) had recently concluded a multi-year collective agreement with the North York Centre for the Performing Arts, one of the largest venues in the City of Toronto. It had previously been operated by LiveEnt, which had an agreement with Local 58. With the bankruptcy of LiveEnt, the operation of the venue reverted back to the municipal owner. The Local had re-certified the venue but negotiations for a collective agreement proved long and arduous, complicated by the City's indecision about the future role of the venue (whether it should be sold, turned over to another operator, used for community events or for commercial events). Finally, the Local ratified a new multi-year Collective Agreement which will provide for increased wages and thereby achieve parity with the other major venues of the Local by the time of its completion.

Local 129 (Hamilton/Brantford - Stage), with the assistance of International Representative Christine Green-

law, had successfully organized and certified the conversion crew at Copps Coliseum, a 14,000 seat arena in Hamilton, Ontario. The International will assist the Local in collective bargaining to incorporate this newly organized group into the existing Stagehands' Agreement.

With the continuing economic boom in the City of Calgary, Local 212 (Calgary - Stage) has seized the opportunity and secured four (4) first time agreements with employers working in the stage and convention industry, Derrick Exhibits, MediaCo., Exhibits Installation and Colossovision. The Local is currently discussing agreements with other equipment suppliers, special events and a/v companies. As well, the Local concluded a first collective agreement with Theatre Junction (the successful organizing of which was reported at the St. Louis Board meeting) with significant increases. In August 2007, International Vice President Damian Petti was appointed as the Industry Co-chair of the Alberta Film Advisory Council by the Alberta government.

Local 295 (Regina/Moosejaw - Mixed) continues to expand with the growth of motion picture production in Regina. International Representative Barny Haines has been assisting the Local extensively. The Local's first agreement with Casino Regina was recently concluded and negotiations are ongoing with Conexus, the Local's largest stage employer. A trust has been implemented with respect to the Local's Health and Welfare Fund.

Local 411 (Ontario - Production Co-ordinators, Crafts Service Providers and Honeywagon Operators) had recently successfully concluded the renewal of its first

agreement for honeywagon operators with the assistance of the International. Unfortunately, the renewal of the first craft service agreement, notwithstanding significant improvements and increases, was not ratified by the members of the Local even after a second mail in ballot. The stumbling block is the elimination of the mandatory crewing provisions in the Agreement that the employers have demanded. No new negotiations are scheduled but the employers continue to implement the old Agreement.

With the assistance of the Assistant to the President Sean McGuire, after a very lengthy process, Local 822 (Toronto - Theatrical Wardrobe, Make-up Artists and Hair Stylists) concluded a first collective agreement with the National Ballet of Canada. As well, the Local recently signed a first collective agreement with Dancap Productions, a new and major producer in Toronto presenting Broadway touring productions in a variety of venues.

After the successful organizing campaign previously reported to the Board, with the assistance of International Representative Christine Greenlaw, Local 828 (Ontario - Scenic Artists and Propmakers) has concluded a first agreement with the Stratford Shakespearean Festival. Parity with other Festival employees, and in particular, the props department, was achieved resulting in substantial increases and improvements in benefits.

With the rising Canadian dollar, many motion picture production Locals are experiencing reduced volumes of work. However, Local 849 (Atlantic Canada - Motion Picture Technicians) has managed to sign collective agreements for productions





attracted to Newfoundland and Nova Scotia by enhanced labour tax credits, which are co-production arrangements with local producers. Some of these co-productions are with companies from the larger production centres of Toronto or Vancouver and have not traditionally signed agreements with the IATSE. In these more volatile economic times, the need for securing agreements with Canadian productions is even more important.

The IATSE continues to participate and assume a leadership role in the various industry studies being carried out by the Cultural Human Resources Council of Canada. Assistant to the President Sean McGuire sits on the Stage Steering Committee and detailed occupational charts have been finalized for general stage hands, automation technicians and entertainment riggers. Similar work is being undertaken in the motion picture industry and International Representative Julia Neville has replaced Vice President Lewis on that National Steering Committee. As well, the International continues to participate in the Canadian Institute of Theatre Technology and Assistant to the President Sean McGuire and International Representative Barny Haines attended the CITT annual conference in Vancouver, British Columbia.

In view of the industry disruption caused by the ACTRA strike in 2007, the CFTP and the AMPTP are seeking to expand the existing British Columbia Council of Film Unions, now comprised of IATSE Locals 669 and 891 and Teamsters Local 115, to also include the Directors Guild of Canada (DGC) and the Union of British Columbia Performers ("UBCP"), the actors union in British

Columbia. Pursuant to decisions of the British Columbia Labour Board, the BC Council of Film Unions enjoys exclusive jurisdiction over certain motion picture and television production. Though both the AMPTP and the CFPTA have requested the government of British Columbia to initiate hearings before the British Columbia Labour Relations Board to expand the BC Council of Film Unions, they differ in their positions with respect to work outside of the exclusive jurisdiction of the Council, as had been reported to the Board during these meetings. The producers wish these hearings to commence and be concluded prior to March 31, 2009 when the current master agreement with the Council expires.

Bill C-12, a series of amendments to the existing insolvency and bankruptcy legislation, was recently enacted by the federal government and has given new legal protection to employees for their wages and pension contributions when an employer goes bankrupt. This was the result of a long and determined campaign by the labour movement to change the bankruptcy laws so unpaid wages and benefits were not lost because other creditors were given priority. As well, the legislation now limits the ability of bankruptcy judges to reduce wages, benefits and other provisions in collective agreements without union agreement.

In another significant development, the Supreme Court of Canada in June 2007, overturned and reversed a number of its previous decisions and held that the freedom of association guarantee and the Canadian Charter of Rights and Freedoms does in fact apply to collective

bargaining. The Court struck down the Health and Social Services Delivery Improvements Act passed in 2002 by the British Columbia government which had negated job security provisions in previously legally negotiated collective agreements between the BC government and various unions. The impact of the decision remains to be seen since the Court indicated that the Charter protects only the process of collective bargaining but does not guarantee any particular outcome sought through collective bargaining.

As well, the Canadian Radio and Television Commission ("the CRTC"), the federal government body that regulates the industry, has made dramatic policy changes to loosen government regulation of the industry and allow for a greater impact by market forces, as well as apparently easing foreign ownership limits for broadcasters. This will undoubtedly increase changes to the Canadian domestic motion picture and television industry, already changing at an unprecedented rate.

#### **COMPUTER USE BY LOCAL UNIONS**

General Secretary-Treasurer James B. Wood and IT Administrator Arthur Bracco appeared before the Board to present a new Web-based computer system that will make it possible for Local Union officers to work directly with the records of the General Office.

Using a laptop computer and projection screens, General Secretary-Treasurer Wood showed how a Local Union officer can log into the system with a Web browser. Brother Wood then performed various tasks, such as looking up a member record and changing the address. Orders for supplies and Stamps were reviewed online. When a



**Reporting on the Wardrobe crew for the Joffrey Ballet were (from left to right) International Vice President/Division Director of Organizing Daniel Di Tolla, Business Agent of Local 2 Craig Carlson, Business Agent of Local 768 Shirley Berling and International Representative Pat White.**

new Stamp order was placed, the system displayed the number of stamps required. Brother Wood demonstrated how the General Office staff and Local Union officers will work together to enter data into Quarterly Reports. Any transactions processed by IATSE staff in the General Office such as new members or transfers will automatically appear on the electronic version of the Quarterly Report eliminating the necessity for the Local Union to enter that information. Local Union officers need only make changes that have not been processed, such as expulsions or withdrawals. Collaboration in this manner will greatly reduce the amount of work required for both the Local Unions and the IATSE staff. Brother Wood submitted a Quarterly Report electronically. He downloaded a membership roster suitable for printing that could also be saved and edited as a spreadsheet.

The ability of Local Union officers to work directly with the records of the General Office will improve the efficiency of reporting as well as the accuracy of available information. The system is expected to be fully

operational by the end of the First Quarter of 2008, and will be made available to Local Unions on a first-come, first-serve basis.

#### **CUABP – CANADIAN UNION SAVINGS BENEFIT PROGRAMS**

International Vice President and Director of Canadian Affairs John M. Lewis and International Vice President Damian Petti reported to the Board on this matter. IATSE participates in the AFL-CIO Union Privilege Savings Program. Unfortunately, like Canadian members of other participating International unions, the vast majority of the benefits in that Program are not available to IATSE members in Canada.

After research conducted by Krista Hurdon, Operations Manager for the Canadian Office, IATSE began negotiations with Canadian Union Advantage Benefit Program ("Union Savings"). Many other International trade unions and building trade unions are affiliated with Union Savings and offer its benefits to their members. A participation agreement has now been executed and Union Savings is preparing a brochure to be

distributed to members in Canada explaining benefits that will now be available including discounted real estate commissions, mortgage consulting, various insurance policies (home, automobile, long-term and critical care insurance), cell phone discounts and flexible rate credit cards.

President Short commended those involved in achieving another benefit of membership in IATSE and noted this as a report of progress.

#### **DANA/METALDYNE NLRB DECISION**

International Vice President Daniel E. DiTolla gave a report to the Board describing the impact of the NLRB's Dana Corporation/MetalDyne decision on IATSE organizing activities. This case creates new Board rules for application of a recognition bar and/or contract bar when a union has been voluntarily recognized. The new rules call for notice to the Board when there has been voluntary recognition and then the Board issues an NLRB Notice to be posted at the worksite. The Notice is to be posted for 45 days. During this period, if 30%



of the unit chooses to do so they can petition for a decertification election or a election for representation by a competing union despite the voluntary recognition. Unless the parties go through the Board Notice process there will not be a recognition bar or a future contract bar to an election petition being processed. The IATSE will continue to develop its organizing strategies in view of these new Board rules. Any local union involved in a prospective voluntary recognition procedure is instructed to contact the General Office.

#### **JC STUDIOS**

International Vice President Matthew D. Loeb reported on an arbitration handled by International Representative Dan Mahoney at JC Studios located in Brooklyn, N.Y. JC Studios produces the soap opera "As The World Turns." The show changed its shooting schedule from 5 days to 4 days a week. The contract provides for a 5 day minimum. The change was made unilaterally without consulting the union. For some time the staff was paid for 5 days although they worked only 4. An arbitration was filed by the International and Representative Mahoney represented the IATSE. The arbitrator held that the contract was violated as the staff employees were entitled to a minimum of 5 days pay. JC Studios had to make all employees whole as to all monies lost as a result of the ruling each employee will likely receive a month's salary and benefits.

#### **DISNEYLAND PYRO**

International Representative Gavin Koon and West Coast Counsel James G. Varga reported on the IATSE's organizing efforts on behalf

of the members of the pyrotechnic crew at Disneyland. The Union secured a majority of authorization cards and demanded recognition. The parties agreed to use a third party neutral to authenticate majority status upon which Disneyland signed a recognition agreement with IATSE. Immediately thereafter a dissident member of the pyrotechnic crew filed unfair labor practices against both the Union and the Employer, challenging the voluntary recognition. An additional charge was filed alleging that the Union breached its duty of fair representation in solicitation of the authorization cards. The issue of the significance, if any, of the alleged misrepresentation in solicitation of cards, the issue of whether a union can commit a breach of the duty to fairly represent employees prior to obtaining majority status, and the mere fact that a voluntary recognition had been granted, would all be matters sent to the NLRB Division of Advice. It became clear that the likelihood would be that a question of representation would occur meaning no recognition without a Board election. In view of this situation it was determined to withdraw the demand for recognition from Disneyland without prejudice to the Union filing a RC petition in the future should it choose to do so.

#### **DRAGON WARS (AKA D-WAR)**

International Vice President Michael F. Miller, Jr. and West Coast Counsel James G. Varga reported on the settlement of a grievance filed against D-War, LLC. D-War was signed to a low budget agreement for a production that filmed during several days in 2004 in downtown Los Angeles. At the time it was represent-

ed that the film was budgeted for three million dollars. When the project was audited by the IATSE it was discovered that the budget was closer to thirty million dollars than three million. A grievance was filed against D-War, LLC. Although the production company shut down after production, the IATSE continued to pursue the grievance maintaining a line of communication with the Producer. The film was released as "Dragon Wars" in the fall of 2007. The exhibition of the film led to renewed talks with the Producer in an attempt to resolve the grievance. A settlement was reached whereby D-War agreed to pay a lump sum of \$300,000 to be shared pro-rata by the crew. Employees were set to receive back wages and contributions. At the end of December 2007, D-War wired \$300,000 to Axium Entertainment, as Axium was going to issue the payroll as it did during principle photography. Unfortunately, one day before the payroll was scheduled to be released, Axium closed its doors and filed for Chapter 7 bankruptcy. The \$300,000 disappeared along with the rest of Axium's assets. The IATSE will continue to pursue whatever means available to again secure the settlement.

#### **EAC NEGOTIATIONS**

Trade Show Division Director William E. Gears, Jr. and Brother Richard Vales, Business Agent of Local 835, reported on the negotiation of the Exhibition Appointed Contractors contract (EAC) in Orlando, Florida. The EACs represent a substantial part of the work. A four year contract was negotiated with substantial wage improvements. For the first time, a pension contribution to the IATSE National Benefit Funds

was included. All the locals covered ratified the agreement. About 20 employers that had no labor agreements in South Florida extended the agreement making it statewide as to these employers.

#### **GLOBAL SPECTRUM**

International Vice Presidents Michael J. Barnes and Anthony DePaulo, Division Director William E. Gears, Jr., International Representative Patricia White and Special Representative Ira Alper gave a report on the national agreement reached with Global Spectrum.

In the last four years the national agreement has been implemented in over 20 venues in various locations throughout the U.S. The Locals had previously been unable to obtain contracts on their own.

New arenas in a number of additional locations will open in the relatively near future and will be covered by the national agreement. One location that is planned is an arena in British Columbia and Vice President Lewis will be involved in dealing with this arena.

The national agreement provides for benefits through the IATSE National Benefit Funds and the appropriate trust documents required by the Funds have been executed.

A number of the Global Spectrum venues now cover Wardrobe Department personnel.

#### **HBO ORIGINAL PROGRAMMING NEGOTIATIONS**

International Vice Presidents Matthew D. Loeb, Thom Davis, Michael F. Miller, Jr., John Ford, Brothers Bruce Doering of Local 600, James Osburn of Local 695 and Chris O'Donnell of Local 481 appeared

before the Board to present a report on the recent, successful negotiations with HBO Original Programming, now known as HBO Entertainment.

In September 2007 the parties met to negotiate a successor agreement. Negotiations led to a new contract effective January 1, 2008 and runs for three years. Highlights of the new contract include new subcontracting language mirroring similar provisions in the Hollywood Basic Agreement. Per diem rates when on location were increased and gains were made in wages and benefit contribution rates.

Significant for production work performed in Canada, HBO agreed that it will advise the IATSE beforehand of its Canadian projects. This will allow the Canadian Locals to then engage in organizing and negotiating agreements for those shows.

Motion Picture Industry Pension & Health Plan benefit increases were accepted by the Employer to mirror those of the Basic Agreement. Contribution percentages to the IAP were increased. The contract provides a 3% wage increase in each of the three years of the contract term. HBO wages were initially set to the Movie of the Week (MOW) rates, but now surpass the MOW rates.

The HBO contract has created a pattern for the Showtime contract as well as other cable agreements. In addition, as a further example of how important it is that HBO is under contract, it was emphasized that during the term of the prior contract nearly four million work hours were reported to the MPIP for members working on HBO productions.

Vice President Loeb moved the question of ratification to the General Executive Board. The motion was

seconded and carried unanimously with the Board adopting and ratifying the new contract.

#### **IATSE/AFTRA STRATEGIC ALLIANCE**

General Secretary-Treasurer James B. Wood, International Vice President Thom Davis, Assistant to the President Deborah A. Reid, Special Representative Ronald G. Kutak and Brother Peter Marley Business Representative of Local 33 reported on their assignment to meet with a Committee from AFTRA to establish a Strategic Alliance. Two sessions were held of two days each. By the second session the Writers strike was underway. Both unions have areas where their bargaining strength exceed that of the other and a mutual effort will benefit both organizations.

#### **IATSE STAGECRAFT DEPARTMENT**

International Vice Presidents Anthony De Paulo, John M. Lewis, Michael F. Miller, Jr., Assistant to the President Sean McGuire, International Representatives Robert A. Trombetta, Patricia A. White and Special Representative Ira Alper reported on the status and activities of the Stagecraft Department. It was noted that International Vice President Brian J. Lawlor was unable to be present for this report as he was called away from the meeting briefly due to a personal matter.

At the time of this report to the Board there were 11 plays and 18 musicals on Broadway. Nevertheless, Broadway continues to break box-office records with mega-musicals such as "Wicked", "Jersey Boys", and "Mary Poppins." There are a number of musical revivals slated to come to



Broadway featuring celebrities that should result in increased ticket sales and longer-running shows.

Family shows that travel under family attraction agreements continue to do well. The Feld Corporation has generated substantial employment for members. In addition, the VEE Corporation has produced a number of family oriented "Road" shows, creating jobs for members.

Representative White updated the Board with regard to Hair and Make-up and Wardrobe.

With regard to Hair and Make-up, Representative White stressed that other I.A.T.S.E. local unions should confirm that any hair and/or make-up artists working in shows, venues, productions, etc. are working under an I.A.T.S.E. collective bargaining agreement. President Short has ruled that if there is no hair and make-up jurisdiction, then any hair-stylists and/or make-up artists will be covered under agreements of the appropriate wardrobe local union. President Short added that Wardrobe Locals have begun to become a more visible and vital component of the IATSE. He specifically referenced San Francisco Local 784 and Rhode Island Local 830 as examples of Wardrobe Locals that have made tremendous strides.

Vice President Miller reported on the Television Special agreements, which cover among others, award shows. He explained that there are approximately a half dozen agreements that are administered out of West Coast Office and cover 60 productions in 12 different states. The agreements cover the various award shows including the Oscars, and also include multiple term agreements

and we continue to pursue additional production companies.

Representative Alper reported on Treasurers and Ticket Sellers, explaining that technology continues to be a challenge faced by this craft. He observed that the ability to purchase tickets using cell phones is not far off. He noted the continuing encroachment on jurisdiction through the use of ticket kiosks. LiveNation has launched its own ticket selling division. Representative Alper stated that the only way to address the advances in technology is to organize aggressively, noting that season and group-sales departments present an organizing opportunity.

Additionally, Representative Alper reported that the International is negotiating a national agreement with Global Spectrum to cover box office employees. When completed, that agreement will mark the first time Treasurers will be represented under a Global Spectrum Agreement, along with Stage and Wardrobe employees.

Finally, the International will be

hosting an exhibit at "INTIX" a ticket industry conference at the end of January 2008. President Short observed that subscription employees are waiting to be organized and that this should be a goal of Treasurers and Ticket Sellers.

Vice President Lewis reported on the overwhelming response to ETCP Rigging Certification courses. He stated that the materials are being translated into French.

Assistant to the President Sean McGuire has made all appropriate amendments to "pink" contracts, including the direction of employer contributions to benefit funds, before having them translated into French.

Representative Trombetta reported on the successful merger of Local 564, Modesto, California into Local 158, Fresno, California, and the attendant benefits as a result of the merger. He noted that the Gallo wine family built a theatrical facility in Modesto and Local 158 is servicing all yellow card shows at the performing arts center.



Reporting on the jurisdictional dispute on Locals 109, 133 and 74 were International Representative Pat White and Associate Counsel Samantha Dulaney.

Recently, the Joffrey Ballet performed at the venue and with the assistance of Local 2 Business Agent Craig Carlson, the Local was able to send 40 workers to work the performances. International Representative Trombetta used the cooperation between Local 2 and Local 158 to stress the importance of communication between local unions. He also encouraged locals to visit road crews when a traveling production is in their jurisdiction.

Vice President DePaulo added that the Stagecraft Department's recent institution of quarterly meetings of "pink" contract employees, as well as plans for more communication between the International and Road crews and among local unions.

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

The report of the Motion Picture and Television Production Department was led by International Vice Presidents Matthew D. Loeb and Michael F. Miller, Jr.

Jobs for motion picture work have been severely reduced by virtue of the Writers Guild of America (WGA) strike. Reality television and game shows cannot replace the huge loss of work caused by the WGA strike.

It was reported that more reality producers, such as Fremantle and Endemol have productions coming under contract with IATSE. A new term contract with Mark Burnett Game Shows, Inc. will cover several game shows. This is a 3 year term contract.

A single production contract for Internet distribution of a show called "Quarter Life" is the first contract secured for production created solely for Internet exhibition, although the

product may be distributed via television at a later time. It is a priority to secure this kind of work under contract for IATSE members.

The IATSE is now following a policy of demanding payroll deposits to protect our members especially in low budget productions. The low budget audit program continues in effect. Since the last General Executive Board meeting, seven audits have been initiated. Five of the audits have been completed while two are still pending. Of the those audits completed, three productions were found to be in compliance while two productions which went over budget are the subject of grievances.

Representative Gavin Koon described the new computer database to monitor reality production to track those companies and employees working in this genre.

Vice President John Lewis reported on the collaboration between Locals in Canada and the United States to share information and organizing efforts.

Vice President Loeb reported that the Division administers 1700 distinct agreements including 750 contracts in the area of commercial productions. Over 400 contracts cover production under the Basic Agreement and nearly 200 additional productions are covered under Low Budget Contracts. We now sign companies regularly who are established production entities to term contracts. It was also reported that numerous production companies have curtailed their activities as a result of the ongoing Writers Guild strike.

The Department operates on an international level with weekly telephone conferences including staff

throughout the United States and the IATSE Canadian Locals to ensure a single collective effort to protect and grow our motion picture jurisdiction.

#### **IATSE TRADE SHOW AND DISPLAY WORK DEPARTMENT**

Director William E. Kearns, Jr. and International Representative Don Gandolini reported on matters relative to the Department.

GES and Local 838, with the assistance of Director Kearns, Representatives Gandolini and Mark Kiracofe, concluded negotiations for a collective bargaining agreement that expires in 2010. The agreement includes increases in health and annuity benefits and significant improvements in conditions of employment including overtime on Sunday and for work during certain hours, double-time; increase in rigging work with an additional monetary increase for ETCP certified riggers; mandatory recall/re-hire provisions; additional increases for workers requested by name; elimination of random drug testing language and retroactivity for monetary improvements. The agreement marks a significant improvement in the local's contract.

Representative Kiracofe assisted Local 838 in its negotiations with Exhibitor Appointed Contractors (EAC) and general service contractors beginning in May 2007. Freeman Decorating Services set the pattern for general service contractors and Atmosphere Studios set the pattern for EAC contracts. The Local achieved annual increases in contributions to benefit funds; overtime for work on Saturdays; additional increases for Entertainment Technician Certification Program (ETCP) certified riggers.



Local 690 began working under a verbal agreement with Big Ten Rentals, a regional service contractor that had agreed to abide by the terms of the Local's agreement with Freeman Decorating. Local 67, with the assistance of the International, successfully negotiated a term deal. Local 67 is set to ratify the agreement with Big Ten Rentals by the end of January 2008. Local 690 is scheduled to do so shortly thereafter. Not only is this the first time the company is signed to an agreement, but the contract is a regional one which is a noteworthy achievement.

The Department is also assisting Columbus Local 12 in its negotiations with Associated Conventions and Tradeshows, Inc. (ACT). Local 12 is looking for additional organizing opportunities with ACT.

In Nashville, Representative Kiracofe is assisting Local 46 in its negotiations with the EAC's. The Local achieved a 3-year agreement with wage and benefit increases in each year; additional increases for workers called by name and regularly dispatched.

Representative Gandolini updated the report given at the 2007 Summer Board meeting in St. Louis regarding Local 39's negotiations with Nth Degree for a new area standards agreement. He reported that the Local, with his assistance, sent model area standards agreements to 30 employers. Twelve employers signed and returned the deal immediately. The Local filed an unfair labor practice (ULP) charge with the NLRB against the other employers. After the charge was filed, 3 more employers signed and returned the agreement. The NLRB is continuing to investigate with regard to the remaining employers.

During the Board meeting in St. Louis, the Department reported that Louisville Local 17 filed a ULP against the George Fern Company. The Local withdrew the ULPs as a gesture of good faith in anticipation of the resumption of negotiations slated to begin in mid-January 2008.

#### **IATSE ORGANIZING DEPARTMENT**

International Vice President Daniel E. DiTolla reported that the Fox Sports Broadcasting contract was ratified by Local 100 in New York. In San Francisco, Local 119's contract is almost completed. Local 748 Arizona's Fox contract has been negotiated but the final offer was rejected by the membership. A crewing company's contract was ratified. Fox will request additional meetings.

In Texas recognition has been obtained from Program Productions that has already signed a contract in Los Angeles. A crewing problem with Fox in Los Angeles was settled by an agreement to give priority for employment to insure that benefits for individuals would not be lost. A Fox unit in Minneapolis, Minnesota will be the subject of an election shortly. A new unit in New York is also being targeted.

In stagecraft, a unit of front of the house employers in Portland has been expanded for Local B-20. Local 784 also obtained a unit with Cirque de Soleil. A unit of Lincoln Center telecharge center employees has been organized and negotiations are underway.

#### **IATSE DIVERSITY COMMITTEE**

President Short informed the Board of his appointment of Sister Kelly Moon of Vancouver Local 891 to replace the vacancy on the com-

mittee created by former International Vice President Mimi Wolch.

#### **INSIGHT FILMS/KIRK SHAW C.L.C. ARTICLE IV**

International Vice President John M. Lewis, International Representative Julia Neville, Local 891 President Ken Anderson, Treasurer Frank Haddad, Senior Steward Kelly Moon, and Local 669 President Rob McEwan appeared before the Board to report on developments with respect to developments on these matters.

Insight Film Studios is a relatively large production company based in Vancouver, owned by Kirk Shaw. Its productions, which included movies of the week and lower budget features were done non-union (with occasional agreements for camera with Local 669). When an Insight feature also needed to shoot in Seattle, the International intervened and a commitment was made by Insight to shoot a number of future productions in Vancouver under agreement with Local 891. Before fulfilling its commitment, Insight reneged and refused to cooperate with Local 891. As a result, Local 891 began filing certification applications for all of Insight's productions. In the midst of their organizing campaign, Insight purported to sign a collective agreement with ACFC, a rival union to Local 891. Since British Columbia legislation allows a union or council trade unions to file displacement certification applications even when an employer is already bound to a collective agreement if seeking a larger or broader bargaining unit, applications were filed by the British Columbia Film Union Council ("the Council") seeking to represent not only film technicians but also camera

and transportation categories. An extensive organizing campaign has been and continues to be conducted, led by Local 891, which has engaged five full time and a number of part time organizers assisted by a number of International Representatives. As well, a number of unfair labour practice complaints were filed by Local 891 arising out of threats made by Insight. Vice President Lewis provided the Board a summary of all of the extensive outstanding litigation.

The bulk of the certification litigation has become bogged down by preliminary legal objection, largely on agreement made by the Canadian Film and Television Producers' Association ("the CFTPA"). In particular, the CFTPA asserts that the Council cannot be certified outside of its exclusive jurisdiction. The Council has strongly objected to the position of the CFTPA pointing out that not only has the Council always operated outside of its exclusive jurisdiction (in fact 80% of the Council's agreements are executed in the non-exclusive jurisdiction), but the recent Tysoe Report directed the Council to create a supplementary agreement to address lower budgeted production in the non-exclusive jurisdiction. Legal submissions have been received and the parties await the decision of the Labour Board. In the event of a favorable ruling, the Board will then begin to process and deal with the issues in the individual applications.

When Insight purported to sign a collective agreement with ACFC in the midst of Local 891's organizing campaign, charges were filed by the IATSE for the blatant violation of the constitution of the Canadian Labour

Congress ("the CLC"). When the Council filed certifications for the Insight productions bound to ACFC agreements, ACFC parent body, the Communications, Energy and Paperworkers Union ("the CEP"), also filed charges against IATSE under the CLC constitution. Hearings were scheduled but have been adjourned because the CEP challenged the Impartial Umpire on the basis of a perceived conflict of interest and the umpire recessed himself. Hearings will be rescheduled when a new Umpire is appointed.

As well, there is a complaint before the British Columbia Labour Board by a Local 891 organizer who has been denied membership in ACFC on the basis of his activities on behalf of Local 891. The outcome of that decision may lead to Local 891 reexamining the legal viability of disciplining its own members.

International President Short thanked and complimented Local 891 for its extensive efforts and pledged any assistance that the Local wished of the International to assist in these significant efforts.

#### **INTIX ANNUAL CONFERENCE**

Special Representative Ira Alper reported on his assignment to attend a conference in Chicago, Illinois of INTIX, a national organization. The conference will be held soon after the conclusion of this Board meeting and a number of IATSE Treasurers and Ticket Sellers Locals will staff a booth.

#### **JOFFREY BALLET**

International Vice President Daniel E. DiTolla, International Representative Patricia White, Local 2 Business Representative Craig Carl-

son, and Local 769 Representative Shirley Berling appeared before the Board to report on organizing the Wardrobe Department at the Joffrey Ballet. A contract was signed with Local 769 for a term of 42 months. The contract has a full range of benefits with the IATSE Benefit National Funds. Wages were increased substantially. The agreement has a union security clause and a grievance and arbitration clause.

#### **KTLA NEGOTIATIONS**

International Vice President Michael F. Miller, Jr., International Representative Gavin Koon and West Coast Counsel James G. Varga reported to the Board to report on the recent contract negotiations with KTLA television station located in Los Angeles. KTLA is owned by the Tribune Corporation. Although there has been a solid bargaining relationship between KTLA and the IATSE for over forty years, that relationship has been tainted by the Tribune's corporate policies. There were ten contentious negotiating sessions during which it was evident that local station management had little authority to make a deal, and it was corporate personnel calling the shots. Also clouding negotiations was the pending sale of the Tribune to investor Sam Zell. The company's initial eighteen concessionary proposals set the adversarial tone of the negotiations. It was noted that it was the strength of the bargaining unit standing together that gave a clear signal to KTLA that concessions were unacceptable, and ultimately led to most of the Tribune proposals being withdrawn as the parties reached a tentative agreement.

The new three year agreement includes wage increases each year.



The contract was overwhelmingly ratified by secret ballot of the members.

This is noted as a report of progress.

#### **KRAVIS CENTER**

The Kravis Center is a theatrical complex located in West Palm Beach, Florida. Former Local 623 and the Kravis Center had been bargaining parties over many years. They were negotiating the third collective bargaining agreement when the Kravis Center notified former Local 623 that it was terminating the agreement on its expiration date of June 30, 2000 and it withdrew recognition in September 2000. The former Local filed numerous ULP charges against the Kravis Center. Immediately before the case was to go to hearing, former Local 623 and five other Locals in South Florida were merged by the International in accordance with the provisions of the International Constitution and resulted in the formation of Local 500. While the merger was conducted in accordance with the International's Constitution and By-laws, members of former Local 623 were not given an opportunity to vote on the merger. The Kravis Center saw this as a chance to disavow its duty to bargain.

The issue raised by the Kravis Center highlighted a conflict between the NLRB and the United States Supreme Court. The NLRB required that all bargaining unit members including non-union members be allowed to vote on an affiliation. The Supreme Court had held that when there is a merger of unions or an affiliation, an employer's obligation to recognize and bargain with union continues subject to exceptions not relevant here. In the Kravis Center

case, the NLRB reversed its position and held that an employer is not relieved of its bargaining duty merely because a merger or affiliation is accomplished without due process safeguards. It further held that an employer's duty to bargain with an incumbent union continues unless changes resulting from the merger or affiliation are so significant as to alter the identity of the bargaining representative.

The case is on appeal to the 11th Circuit Court of Appeals.

#### **MOTION PICTURE JURISDICTION IN OTTAWA-GATTINEAU REGION**

International Vice President John M. Lewis, Assistant to the President Sean McGuire, Local 873 President Bob Hall, Business Agent Kirk Cheney, Treasurer Pauline Chung and Local 667 Business Agent Rick Perot appeared before the Board with respect to the motion picture jurisdiction in the Ottawa-Gatineau region.

Following his assignment to the mid-Summer General Executive Board meeting in St. Louis in 2007 to investigate and make recommendations, Vice President Lewis met with representatives of Locals 667, 873, 514, 471 and DGC-Ontario. The Ottawa-Gatineau region surrounds Ottawa, the national capitol, partly in the province of Ontario and partly in the province of Quebec. It is approximately 280 miles from Toronto and 125 miles from Montreal. The area is slowly establishing itself as a regional production centre and in 2003 the Ottawa-Gatineau Film and Development Corporation was formed to promote work in the area. The majority of the work is low budget movies of the week and has been done non-union

(although in 2005 Local 667 began signing some camera agreements). Some members of Local 873, 514, (and a few members of 471) had worked in the area. NABET had established a Local for the area in 2004 but it had failed to obtain any collective agreements and CEP had withdrawn its support for the effort in 2005.

Vice President Lewis recommended that the jurisdiction be assigned to Local 873 for two years, following which an assessment of organizing efforts could be made and any determination whether the assignment should be made permanent. Local 873 formally confirmed its commitment to organize the jurisdiction and Locals 471 and 514 agreed with the recommendation provided their members continued to be permitted to work in the area. The other representatives present confirmed this. The General Executive Board unanimously accepted the recommendation of Vice President Lewis provided that contributions or remittances for any members of Local 514 or 471 working under 873 agreements were directed to the appropriate funds.

#### **NATIONAL RETIREMENT PLAN - CANADA**

International Vice President and Director of Canadian Affairs John M. Lewis reported to the Board about developments with respect to the National Retirement Plan, together with Brother Frank Haddad, Chair of the Retirement Committee and International Vice President Damian Petti, another member of the Retirement Committee.

Since the inception of the Plan at the 2005 Mid Winter General Executive Board meeting in Houston, Texas the Plan has continued its rapid growth both in assets and number of

participating Locals. Locals 105 (Mixed - London, St. Thomas, Sarnia), 63 (Mixed - Winnipeg, Manitoba) and 168 (Stage - Vancouver Island, British Columbia) were the most recent Locals to enroll. As the Plan grows and becomes more established, its administration becomes more efficient. A second national administration conference was recently held in Toronto on October 19, 2007 with 10 administrators representing 18 Locals, 4 Retirement Committee members and 3 representatives from Great West Life present. The Retirement Committee has virtually completed all of the start up instruments and policies. A Web site for the Plan has been established with two annual mailings for members as well as two information packages to Locals for insertion in their newsletters.

More significantly, there have been recent meetings with representatives of the Directors Guild of Canada (DGC) whose plan faces many of the issues that led to the establishment of

the National Plan. The representatives of the DGC have agreed to recommend the National Council and the B.C. Regional Council (which has a separate plan) join the IATSE National Plan. A formal transfer could take place as early as July 2008. Although there were still a number of plan governance issues to resolve, everyone expected an agreement to be reached.

This will be of benefit to the members by further reducing the management expenses of the Fund and in the long run helping the IATSE develop a closer relationship and stronger alliance with the DGC on other matters. The Board approved of the tremendous progress the Plan has made in such a short time.

#### **NETWORKS**

International Vice Presidents Anthony DePaulo and Brian J. Lawlor, International Representative Patricia A. White and attorney Samantha Dulaney reported to the Board on the International's successful organizing of the NETWORKS touring production

of "Annie." Vice President Lawlor traveled to St. Louis to meet with the crew and was successful in getting a substantial majority of those on the crew to sign authorization cards. After attaining the cards, Vice President Lawlor requested that the employer voluntarily recognize the IATSE as the collective bargaining representative of the "Annie" stage crew. A card check by a third party neutral confirmed that the IATSE had obtained authorization cards from a majority of the stage crew. The certification has been sent to Region 2 of the NLRB pursuant to the requirements of the Dana decision, requiring parties to file voluntary recognition agreements with the appropriate Region of the NLRB in order to obtain protection of the bargaining relationship and any collective bargaining agreement between the parties.

Vice President DePaulo and Representative White have met with stage crews on other NETWORKS touring productions.



**From left to right: International Vice Presidents/Co-Division Directors of Stagecraft Tony DePaulo and Brian Lawlor, International Representative Pat White and Associate Counsel Samantha Dulaney gave a report on NETWORKS Production.**



### **ONTARIO CONCILIATION PROCESS**

International Vice President John M. Lewis and Canadian Counsel Bernard Fishbein reported to the Board on this matter.

With three different governments led by three different political parties in the province of Ontario, the Ontario Labour Relations Act had been extensively and repeatedly amended, repealed and amended again in the last fifteen years. This had led to frequent questions from many Locals to the Canadian office about the conciliation and mediation process, a mandatory prerequisite to any lawful strike in Ontario and the often changing eligibility for first contract arbitration. As a result Representative Christine Greenlaw, with the assistance of Canadian counsel, had prepared a summary and handbook for conciliation and mediation which had been distributed to the Ontario Locals. A copy was distributed to the General Executive Board. Additional copies are available from the Canadian office upon request.

### **PIRACY**

International Vice President John M. Lewis and International Representative Gavin Koon gave a report on the current issue of piracy of productions made by IATSE members. Piracy not only costs the companies but thousands of jobs and residuals to our benefits funds are also lost.

The IATSE participates in various industry programs to curb this illegal practice. Representative Daniel Mahoney has directly participated in New York programs that are the most vigorous in the nation. In Los Angeles, the police department enforces anti-piracy laws. Asia is also a large part of the overall piracy problem.

Thirty-eight states have made it illegal to record movies in theatres. In Canada, the International worked closely with the industry to push for legislation to prosecute piracy acts. Canadian federal law now imposes long prison terms for those engaging in piracy.

### **POLITICAL PRODUCTIONS.COM**

International Vice President Brian J. Lawlor and attorney Samantha Dulaney provided the Board with an update on a ULP charge filed against David Grossman and Political Productions.Com. Charges were filed in Arizona (Region 28), New Jersey (Region 22) and Michigan (Region 10) based on the company's admission that it was discriminating against employees based on union affiliation. The NLRB affirmed Regions' 10 and 28's dismissal of the charges. At the time of this report, the charge filed in Region 28 was on appeal to the NLRB.

### **SHOWTIME EXPO**

Director of Tradeshow and Display Department William E. Gearns, Jr., reported on developments with Showtime Expo. This is a small company based in Dallas, Texas that presents tradeshows. The IATSE is currently negotiating with the company for a contract.

IATSE represents the stagehands covering sound, light, audio visual and rigging classifications. This company plans to expand its business to areas outside of Dallas, and the IATSE expects to be recognized in any additional facilities where Showtime Expo gets the tradeshow business.

### **SPANISH VERSION OF MEMBERSHIP APPLICATIONS**

General Secretary James B. Wood reported on the translation and devel-

opment of I.A. membership applications in Spanish. A supply of applications have been sent out to the West Coast office where representatives are involved in organizing bargaining units who may be more fluent in Spanish. The applications are also available to all local unions through the General Office.

### **THEATER OF THE STARS, ATLANTA, GA**

International Vice Presidents Brian Lawlor and Anthony DePaulo reported on the presenter and producer, Theater of the Stars. Some productions are at the Fox Theatre in Atlanta. In 2007 negotiations were started in New York for a new Pink Contract. The company was previously signed to a modified Pink Contract. A new three-year contract was signed with this company.

### **TITLE VII LAWSUIT**

General Counsel Steven B. Spivak, West Coast Counsel James G. Varga and Attorney Samantha Dulaney reported on the Title VII discrimination claim filed against the IATSE by Ann Champion. Ms. Champion is a member of IATSE Local 800 but she has not been actively working in her craft. Under the Hollywood Industry Experience Roster (IER) policies, a person who has not worked for a specified period of time is subject to removal from the Roster. The IER is administered by the Contract Service Administration Trust Fund (CSATF).

The EEOC found that CSATF is the necessary party if a claim is made against the operation of the IER. Further, it was found that Local 800 had taken all available precautionary steps to protect Ms. Champion's rights, including appealing her

removal from the Roster. Finally, the EEOC found that if there is any merit to her claim then she should file it against her employer, the producers, and CSATF, not the IATSE.

On December 19, 2007 the EEOC issued its notice of dismissal of the claim.

### **TORONTO INTERNATIONAL FILM FESTIVAL, LOCAL NO. 173, TORONTO, ON.**

International Vice President John M. Lewis reported on negotiations with the Toronto International Film Festival (TIFF). TIFF is the second largest film festival in the world. Although it had previously employed projectionists from Local 173, it did so without a collective agreement. When concerns were raised that TIFF might no longer employ projectionists from the Local, the Local approached the International and with the assistance of the Canadian Defence Fund a successful, although strongly contested, certification application was filed with the Ontario Labour Relations Board. Negotiations for a collective agreement proved long and arduous. With the assistance of the International, a three-year collective agreement was reached that provided wage increases and job security and expanded the Local's jurisdiction to TIFF's other activities including its new exhibition space being constructed in downtown Toronto. However, at a sparsely attended meeting, the agreement was rejected. In view of its already extensive commitment to TIFF, the International indicated that it would respect the apparent wishes of the Local and withdraw from the negotiations. The Local reconsidered its position and conducted a mail-in ratification vote which drew much greater participa-

tion and the agreement was ratified by a clear margin. A collective agreement has now been signed which secures the position of Local 173 at TIFF with terms and conditions far in excess of those currently prevailing.

President Short noted this report as one of progress for projectionists in Local 173.

### **2008 PRESIDENTIAL ELECTION**

International Vice President J. Walter Cahill and Assistant to the President Deborah Reid reported to the Board on the IATSE's political decision to publicly endorse the candidacy of Senator Hillary Clinton for President in 2008.

It was noted that Senator Clinton has exclusively used IATSE crews in union venues on her campaign. However, this has not always been the case with other candidates.

### **UNI-MEI**

International Vice Presidents Matthew D. Loeb, Daniel E. Di Tolla and John M. Lewis, Assistant to the President Deborah Reid and Special Representative Ron Kutak reported on their assignment to attend a conference of UNI-MEI in Madrid, Spain. Also in attendance at the conference were President Short, International Representatives Christine Greenlaw and Scott Harbinson, and Canadian Counsel Bernard Fishbein.

Discussions of production and related industry issues took place at this conference. Regulations in the participating countries that impact in our industry were also on the agenda. The conference includes organizations that are not labor organizations.

The issue of piracy was discussed. This is an issue of particular importance to IATSE and our sister union BECTU of Great Britain.

### **WILLIAM F. WHITE ORGANIZING; LOCAL NO. 891, VANCOUVER, B.C.**

International Vice President John M. Lewis, International Representative Julia Neville, and Local 891 President Ken Anderson, Treasurer Frank Hadad and Senior Steward Kelly Moon reported to the Board on this matter.

William F. White is the largest motion picture equipment rental company in Canada with branches in various cities throughout the country. As part of its recent organizing campaign, Local 891 had targeted equipment rental shops. On November 26, 2007, the Local filed an application for certification with the British Columbia Labour Relations Board for employees of William F. White in Vancouver. A representation vote was held on December 3, 2007.

Unfortunately, White is aggressively fighting the application and the ballot box has been sealed. White is seeking to add several senior management personnel into the bargaining unit in an attempt to defeat the application. A hearing has been scheduled for the end of January 2008.

Meanwhile, on December 15, White began unilaterally altering terms and conditions of employment, notwithstanding the statutory freeze and then incredibly on December 19 announced the termination of approximately 16 employees. Local 891 immediately filed unfair labour practices and managed to obtain an expedited hearing before the B.C. Board. As a result, a settlement with respect to the terminated employees has now been reached.

President Short not only complimented the representatives but assured the Local that the International would provide any needed support



Business Agent of Local 500 Alan Glassman, Associate Counsel Samantha Dulaney and West Coast Counsel Jim Varga reported on the progress with the Kravis Center.

to continue the campaign, which would not end in Vancouver.

#### **LOCAL NO. 12, COLUMBUS, OH**

International Representative Michael David, President Jason Gay and Business Agent Richard Shack representing Local 12 reported on the organizing of the Columbus Symphony. A representation election was won at the Symphony. Negotiations are currently underway and an agreement is expected to be concluded in the near future.

#### **LOCAL NO. 39, NEW ORLEANS, LA.**

General Secretary-Treasurer James B. Wood and International Representative Don Gandolini appeared before the Board to report on the issue of the request by Local 39 to reinstate members who were expelled for non-payment of dues because of the impact of Katrina and the resulting loss of employment. Local 39 is willing to re-admit these individuals without a fee. Local 39 believes work is slowly resuming.

The Board voted to allow back into membership only those individu-

als who lost membership post-Hurricane Katrina. Effective the second quarter of 2008 all per capita taxes will be due on these individuals.

#### **LOCAL NO. 109, BRIDGEPORT, CT. AND LOCAL NO. 133, WESTERN FAIRFIELD COUNTY, CT.**

International Vice President Brian J. Lawlor and International Representative Patricia A. White were assigned by President Short to investigate a possible merger of Locals 109 and 133 into Local 74, New Haven, Connecticut. The geography of the jurisdiction of the three Locals is such that within about one hour one can drive from Stamford through Bridgeport, to New Haven.

All three Locals have members who live in the jurisdiction of one of the other Locals. Some individuals are members of Local 74 and also hold membership in either Local 109 or 133. The membership policies of the three Locals are similar, though not identical. None have a bona fide apprentice program.

The Constitutions of all three Locals are nearly identical and all are

based on the IATSE's Sample Constitution.

None of the Locals has their own benefit plans and are in the IATSE National Benefit Funds, Plans A (Locals 74, 109 and 133) or Plan C (Local 74).

None of the Locals owns real estate or any other property or companies. The assets of all three Locals are in bank accounts, investment accounts and CDs only.

None of the Locals have a legal, written system of work referral. The officers of the three Locals are afraid that a merger will adversely impact their current members' ability to be referred for work in their current jurisdiction. This can easily be dealt with through the adoption of appropriate referral rules.

Based on the investigation, the Board voted in November 2007 that Locals 109 and 133 be merged into Local 74. The Board confirmed its decision at this Board meeting and President Short ordered that the merger be completed by April 1, 2008.

#### **LOCAL NO. 158, FRESNO, CA Re: SMG**

International Representative Robert Trombetta reported on the pending negotiations between Local 158 and SMG. SMG manages the workforce in two publicly-owned facilities in Fresno. There will be separate contracts for each facility but negotiations will be conducted simultaneously. It is also noted that a payroll service owned by a member of the Board of Local 158 will no longer be used to cover IATSE-represented employees.

#### **LOCAL NO. 224, WASHINGTON, D.C. - TRUSTEESHIP**

International Vice President J. Walter Cahill was appointed by President Short to serve as Trustee of Local 224 when the Local was placed in trusteeship in October 2007.

In his capacity as Trustee of the Local, Vice President Cahill reported on the status of the trusteeship and noted that the Local had only a few contracts. One contract was with the Motion Picture Association of America and negotiations for a new agreement was recently concluded. AMC has a contract with the Local, but is in the process of cutting jobs. Vice President Cahill is currently negotiating with AMC. Local 224 also services the American Film Institute under a contract held by the International.

Only 14 members remain in the Local.

The Board voted to continue the trusteeship.

#### **LOCAL NO. 262, MONTREAL, QC.**

##### **Organizing Front-of-House**

International Vice President John M. Lewis reported to the Board about recent successful organizing by Mon-

tréal Local 262. In particular, the Local had been recently certified for projectionists and front-of-house staff employed by AMC Theatres at a multiplex facility in the old Montreal Forum. The AMC did not oppose the application after consultations between the Local and AMC were facilitated through the International. The International has also provided financial support for other organizing activities by Local 262 that are currently ongoing.

#### **LOCAL NO. 285, CHESAPEAKE, VA**

International Vice Presidents J. Walter Cahill and Michael Barnes gave a report on a Global Spectrum venue, the Sandler Center located in the jurisdiction of Local 285. The Center is a performing arts center that is managed by Global Spectrum. Global Spectrum has a national IATSE contract that was modified to meet the specific needs of the Virginia venue and resident companies that utilize the Center. Rates were agreed upon and added to the national contract.

#### **LOCAL NO. 298, SHREVEPORT, LA. Re: Strand Theater**

International Representative Don Gandolini reported on Local 298 and the Strand Theatre. An NLRB law judge and the Court of Appeals ruled in favor of the Union after charges were filed based on an illegal lock-out of union members. The members of the Local failed to properly operate the Local during the period of the lock-out. After a favorable ruling from the NLRB, the Local is back at the theatre and its members are trying to resurrect the Local. Many Local 298 members also work in the booming film industry to supplement Studio Mechanics from Local 478.

Back pay issues are being handled

by the NLRB region in New York City and approximately 50 individuals will be entitled to back pay.

#### **LOCAL NO. 347, COLUMBIA, S.C.**

International Vice President Anthony DePaulo reported to the Board on the organizing activities of Local 347 with the assistance of International Representative Scott Haskell who was not present at this Board meeting.

When Global Spectrum started managing the Colonial Center at the University of South Carolina, Local 347, with about 30 members, had trouble filling the calls. The Center is a 20,000-plus seat facility which has hosted most of the bigger rock and roll shows the past several years. When the facility came under Global's management, finding upwards of 100+ qualified referrals was quite a challenge. It is the only real collective bargaining agreement the Local has.

As part of his assignment Representative Haskell began bargaining with General Lee Productions which was a company owned by a former officer of Local 347 who had not previously operated with a formal relationship with his Local. In mid-September the parties reached a three-year agreement, effective September 15, 2007.

The contract includes wages that are higher than any other venue where its members work, including the Colonial. In addition, the employer will be making contributions to Plan C of the IATSE National Benefit Funds, something that did not happen in Local 347 prior to the Global Spectrum agreement.

There are provisions for travel expenses for out of town events, and \$5.00 per hour bump for commercially



produced events. More importantly, this agreement provides employment at several facilities within the Local's jurisdiction including the VSC Koger Center for the Performing Arts and the Florence SC Center for the Performing Arts.

Representative Haskell also reported that the employer does a significant amount of corporate work within the other parts of South Carolina that will now be done under contract.

In addition, the contract contains successor language should the company change hands.

**LOCAL NO. 415, TUCSON, AZ**  
**Re: Nederlander**  
**Broadway Series**

International Vice President Anthony DePaulo reported on the Nederlander Broadway Series that plays in Tuscon, Arizona at the Tuscon Convention Center ("the Center"). Nederlander approached the IATSE in New York to aide in setting in place a contract for local IATSE members to stage the performances in Tuscon. This grows from the long standing relationship in collective bargaining between the Nederlanders and the IATSE. The Center advised Nederlander that it would continue to use a non-union company called Rhino because of their existing contract. Nederlander maintained that it wanted its shows to be backed by IATSE stagehands. An agreement was worked out between Nederlander and the Center resulting in a composite crew. Representative Joel Youngerman is working with Local 415 staff to organize the Rhino employee faction of the composite crew. The IATSE enjoys a growing majority of those employees working at the Center, with the aim that ulti-

mately the entire house will be covered under a Local 415 contract.

**LOCAL NO. 423,**  
**ALBUQUERQUE, N.M.**

International Representative Don Gandolini reported on the Local 423 payroll company "Stage Services" that eventually took business from the Local. Some directors of the payroll company were on the Local's Executive Board. The payroll company refuses to enter into a referral agreement or contract with Local 423. President Short issued an unfair letter in November 2007 making it improper for members to service this company. Certain members of the Local continue to work for Stage Services.

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

International Vice President John M. Lewis reported to the Board on the progress in Montreal of Locals 514 and 667. The number of productions under agreements with the IATSE had increased from two (2) in 2006 to seven (7) in 2007, representing a payroll of approximately \$33.6 million for Local 514 and \$3.5 million for Local 667.

Quebec law requires employers with payrolls exceeding \$1 million annually to contribute one percent (1%) of gross wages to a training fund which is allocated to the government's general revenue fund, unless a government recognized private training agency exists. The rival union, AQTIS, and the APFTQ (the Quebec producers) already had such an agency in place but since most productions in Quebec were separate "one off" corporate entities with payrolls less than \$1 million, most of the training funds actually came from large US productions. After much hard work in early

December 2007, the Quebec government approved the formation of a new training agency sponsored by IATSE Locals 514 and 667, the Quebec Council of the DGC and the AMPTP. The Locals are anticipating that they will receive approximately \$300,000 in training funds, which otherwise would have gone to the AQTIS/APFTQ training agency.

As well, the Local has established its own health plan after attempts to establish a single health plan with AQTIS were repeatedly rebuffed by AQTIS. The plan is currently well funded. In addition, Local 514 has joined the National Retirement Plan of Canada. The membership of Local 514 was 1,500 as of December 31, 2007 (and the corresponding Quebec membership of Local 667 is 150). The Local has a healthy balance in its general fund and has completed work on a state-of-the-art database and Web site which are now up and running. The Local maintains a staff consisting of Business Agent Michel Charron, as well as an Assistant Business Agent, a Training Officer, a Receptionist and an Accounting Clerk. There is also an Office Manager, Chantal Barrette, who was instrumental in establishing the health plan as well as the new training agency.

Set construction in Montreal had previously been non-union. Local 514 now has agreements with two of the largest set construction companies, Brochu and Mordicus. Another prominent company, FADA, was previously organized by Local 262. FADA and Local 262 are now cooperating with Local 514 so that the employees will be soon represented by Local 514. The Local's set construction agreement covers all work in the motion

picture industry, including AQTIS productions. Recently, one of the set construction companies under agreement with Local 514 was working on a production where the crew was represented by AQTIS. AQTIS had agreed to waive holiday pay for the crew under its agreement but, the construction employees received it under the Local 514 collective agreement. This was pointed out to the shooting crew, to the dismay of AQTIS.

Meanwhile, the interim settlement of the disputed jurisdiction between the IATSE and AQTIS has been extended until June 2008. However, attempts to conclude a permanent solution have been repeatedly rebuffed by AQTIS and it is clear that the provincial government will introduce legislation to create a permanent solution if the parties are unable to do so.

Vice President Lewis noted that none of the success in Montreal would have been achieved without the substantial support of the International and in particular, expressed gratitude to President Short, Vice President Matt Loeb, Assistant to the President Sean McGuire, Representatives Dan Mahoney and Christine Greenlaw and Special Representatives Lynne Twentyman and Rick Perotto.

**LOCAL NO. 665, HONOLULU, HI**

International Representative Robert Trombetta reported on the events happening in Honolulu regarding the Consolidated Theatre chain. Consolidated Theatres in Hawaii is a division of Decurion Corporation which also owns Pacific Theatres on the mainland. Consolidated Theatres was sold at the end of 2007. Local 665 is engaged in efforts bargaining to negotiate the employees' severance from Consoli-

dated. There are also ongoing talks with the purchaser with the intent that the former employees of Consolidated will be hired by the new owner named Redding.

**LOCAL NO. 707,**  
**PALM SPRINGS/PALM**  
**DESERT/HEMET/BANNING/**  
**ELSINORE/29 PALMS, CA.**

International Representative Robert Trombetta reported on organizing employees working at the new casino being built in Southern California by the Aqua Caliente Indians. The complex includes a new hotel/casino, a spa/casino, and a concert venue. The stage employees are hired through a labor contractor named Axiom Productions with whom the IATSE has negotiated a collective bargaining agreement covering all three facilities. The directors of Aqua Caliente have agreed in writing to give IATSE 30 days' notice if a different labor contractor is put in place.

This report is part of the overall efforts of the IATSE to organize individuals employed at Indian-owned casinos.

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

It was reported to the Board that former Local 720 President Hal Ritzer sent a letter to General Secretary-Treasurer James B. Wood on December 3, 2007 requesting to reduce delinquent per capita dues so that Local 720 could increase its membership by reinstating those expelled members whose membership had lapsed during the Trusteeship of the Local.

Former President Ritzer sent a list of 792 names of persons for whom he sought reinstatement to active status.

President Short sent a letter to former President Ritzer stating that the

matter would be answered following the Mid-Winter General Executive Board meeting.

Pursuant to motion duly seconded and voted by the Board, the request was denied. The General Executive Board cannot and will not change the Constitution to allow this sort of aberation of the Alliance's constitutional and democratic practices. The IATSE Constitution, Article Twenty-One, Section 14 controls this outcome.

**LOCAL NO. 830,**  
**PROVIDENCE, R.I.**

International Representative Patricia White reported on Local 830, which represents theatrical wardrobe and hair and makeup workers. The Local has negotiated two collective bargaining agreements, with the Providence Performing Arts Center and at the Dunkin' Donuts Center, operated by SMG. Both agreements provide for wage increases and benefits to the IATSE National Annuity Fund. The Local is also included in the Global Spectrum contract at the Ryan Center in Kingstown, R.I.

Local 830 is in the process of updating its constitution. In addition, the Office of the General Secretary-Treasurer has assisted the Local in normalizing their record-keeping procedures.

**LOCAL NO. 838,**  
**SALT LAKE CITY, UT.**

Trade Show Division Director William E. Geams, Jr. and International Representative Don Gandolini reported on Local 838 and Modern Display. A new contract was negotiated with substantial wage requirements as well as excellent overtime provisions and benefits. Local 838 has satisfied all of the calls with Modern Display. Jurisdic-





tion is exclusive and covers all categories with this employer.

**LOCAL NO. 875, MESA, AZ**

International Representatives Joel Youngerman and Patricia White reported on their assignment to assist Wardrobe Local 875 in organizing and securing contracts. Prior to the International's assistance, the Local had no contracts in place and a membership of fewer than 20 members. It was discovered that the Local was being run by a long time Business Agent who was operating a discriminatory hiring hall and was not organizing new members. It was clear that the prior local union official was capturing work for family and friends, but not following lawful referral practices. A new Business Agent was elected and sworn into office. A local attorney was engaged to design a valid hiring hall system. Since the International stepped in to assist the Local there have been three collective bargaining agreements signed covering work at the Mesa Arts Center, Arizona State University's Grady Gammage Auditorium and the City of Phoenix facility called Orpheum Theatre. It was noted that Local 336 Business Representative Bill Hennessey has been very helpful in mentoring the new Local 785 Business Agent Sandy Allen. The Local has recently taken in 12 new members in the past year. The next step for the Local is to target an organizing drive against a company called Theatre League based in Kansas City which currently produces yellow card road shows, but has previously rejected using a Local 875 house crew. The aim will be to get an exclusive arrangement covering any

venue the Theatre League goes into. This was noted as a report of progress.

**LOCAL NO. 917,  
ATLANTIC CITY, NJ.**

International Vice President Michael Barnes reported on his assignment by President Short to assist Local 917 in its Casino negotiations that also include an Operating Engineers (OE) Local. Many issues over the years existed between the two unions. Local 917 represents freelance workers and the OE represents full time staff. A contract was concluded and it provides for wage improvement but it was not possible to secure health benefits for the freelance workers.

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

International Vice President John M. Lewis reported to the Board on further developments with this Local since it had been placed under trusteeship by the International as reported at the special General Executive Board meeting in Los Angeles, California on October 21, 2007.

International Representative Christine Greenlaw, who had been appointed by President Short to serve as Trustee of the Local, was sorting through the record keeping of the Local which was in disarray. Individuals who are no longer members were being removed and an equal or greater number of individuals who had never been brought into membership were now being processed. The Local was negotiating with Hamilton Entertainment and Convention Facilities Inc. to include the recently organized desk

clerks into the existing front of house collective agreement. The revision of the Constitution to address outstanding issues and ensure the Local was in a stronger financial position is being continued. Hopefully the Local will soon be in a position to have its local autonomy restored.

**AMENDMENT TO RULES AND REGULATIONS OF THE RADIO AND TELEVISION (R&T) AND ASSOCIATED CRAFTS AND TECHNICIANS (A.C.T.) DEPARTMENTS**

In accordance with the rules of the R&T and A.C.T. Departments of the Alliance, International President Short, with the approval of the General Executive Board, upon motion duly seconded and passed, made the following amendments to the Rules and Regulations of the R&T and A.C.T. Departments:

- a) Add the category of telecharge employees to the A.C.T. Department.
- b) Amend Section 6 of the Rules of the R&T Department to provide that the Quarterly Dues to be applicable to telecharge employees be Sixty-five Dollars (\$65.00) and there be no initiation fees
- c) Add a provision to the Rules of the R&T and A.C.T. Departments that, for purposes of Article Seven, Section 16(d) of the International Constitution and Bylaws, the R&T and A.C.T. Departments shall be deemed to be local unions.

**ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at approximately 9:00 a.m. on Friday, January 18, 2008.

**REPORT OF THE DEFENSE FUND COMMITTEE**

**HELD IN THE  
BALLROOM OF THE WALT DISNEY SWAN • ORLANDO, FLORIDA • JANUARY 15, 2008**

In conjunction with the Mid-Winter Meeting of the General Executive Board, the Defense Fund Committee met at 12:25 p.m. on January 15, 2008 in the Ballroom of the Walt Disney Swan and Dolphin Resort in Lake Buena Vista, Florida.

Present at the meeting were Committee Members: International President Thomas C. Short; Vice Presidents Timothy Magee, J. Walter Cahill, Matthew D. Loeb and John M. Lewis; as well as General Secretary-Treasurer James B. Wood, General Counsel Steven B. Spivak, Associate Counsel Samantha Dulaney, Canadian Counsel Bernard Fishbein, Mid-West Counsel Dale Short, Attorney John Shepherd and West Coast Counsel Jim Varga.

International Vice President and Director of Canadian Affairs John M. Lewis has been appointed as a member of the Defense Fund Committee replacing previous Committee Member Mimi Wolch.

Appearances were made before the Committee by International Vice President Daniel Di Tolla, Business Agent Richard T. McLaughlin and President Chris Welling on behalf of Local No. 11-Boston; Business Agent Richard Schack, President Jason Gay, International Representative Michael David on behalf of Local No. 12- Columbus; International Representative Julia Neville, President Ken Anderson and Treasurer Frank Haddad on behalf of Local

No. 891-Vancouver; Business Agent Michael Brennan on behalf of Local No. 311- Middletown.

Prior approval was granted to Locals 11-Boston, 12-Columbus, 891-Vancouver, and 26-Grand Rapids, to seek assistance from the Defense Fund for future legal costs that they will incur.

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

|                           |                   |       |
|---------------------------|-------------------|-------|
| Local No. B-173-Toronto   | \$ 1,338.23       | Legal |
| Local No. 423-Albuquerque | 417.95            | Legal |
| <b>TOTAL</b>              | <b>\$1,756.18</b> |       |

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

The meeting adjourned at 1:35 p.m.

Respectfully submitted,  
s/ Thomas C. Short  
s/ Timothy F. Magee  
s/ J. Walter Cahill  
s/ Matthew D. Loeb  
s/ John M. Lewis

**IA STAFF MEMBER BARBARA JACKSON TO SERVE AS DELEGATE TO DNC**



Barbara Jackson, who has been on staff at the General Office in New York since 1988, keeps herself busy in her community as an Executive Member of the Democratic Organization of Queens County, New York. Barbara holds this position by virtue of her elected position as a District Leader for over fifteen years in the 35th Assembly District of Queens County.

On Super Tuesday, February 5th, Barbara was among five candidates campaigning for a seat as Delegate to the 2008 Democratic National Convention and successfully won that race with nearly 27,000 votes. Barbara will serve among four Delegates, plus one alternate, from New York's Congressional District No. 5, all of whom are delegates committed to Hillary Clinton for President.

## AXIUM INTERNATIONAL DECLARES BANKRUPTCY

# What You Need To Know!

Axium International, an Entertainment Industry payroll service provider has ceased operations and filed for bankruptcy protection under Chapter 7 of the federal bankruptcy code.

Upon learning of Axium's default on January 8, 2008, the IATSE took immediate action gathering information, identifying issues, engaging an attorney expert in bankruptcy and employment matters, instituting legal measures and establishing protocol to communicate with the affected Locals and members.

It should be noted that Axium is not the "Primary" signatory for the majority of the payroll it receives. The signatory production company will remain liable for any unpaid wages and benefits on your behalf. In some instances Axium has been designated as the "Primary" employer. The following information is offered as guidance to members and Locals affected by the shut-down of Axium:

### WHAT SHOULD I DO IF I HAVE OR RECEIVE A PAYCHECK THROUGH AXIUM?

If you have a paycheck through Axium or any of its subsidiaries it is highly likely that there are insufficient funds available to pay it. If a check is deposited at this point it is likely to be returned as "unpaid." Keep all pay-stubs and records of any checks (and associated costs) returned for insufficient funds. You should advise your Local Union if you have a check or a check has bounced.

### WHAT SHOULD I DO IF AXIUM WAS THE "PRIMARY" EMPLOYER OF RECORD UNDER AN INTERNATIONAL AGREEMENT?

If Axium was the primary employer on a production, then the IATSE will have your name and claim amount added to the claims owed by Axium. These amounts are subject to adjudication through the bankruptcy proceedings. The Union is in the process of identifying all jobs that were paid with Axium as the primary employer.

If you believe that you have outstanding wages owed to you and have not received a check you should contact the Producer of the project on which you worked to seek payment, and let your Local Union know that you are owed money. You should gather any records or documents that help establish the days and hours for which you performed work but were not paid.

### WHAT SHOULD I DO IF AXIUM WAS THE PAYROLL COMPANY, NOT THE EMPLOYER?

As stated above, this will be the case in the majority of productions payrolled by Axium. Contact the production company immediately to receive information on the issuing of the new payroll checks. Most productions have already contacted a new payroll company to process payroll in this regard. You should be paid with a new paycheck showing gross amounts and deductions. Additionally, contact your Local Union to insure compliance in this regard. Make sure to immediately report any company refusing to make you whole as a result of Axium's default.

### WHAT ABOUT MY W-2 FORMS?

If you worked on a production during 2007 where the payroll company was Axium you will be receiving a W-2 IRS Form. The Axium Bankruptcy Estate is issuing the W-2 forms in individuals. The forms were mailed to persons on or about February 15, 2008. If you did not receive a W-2 for work you performed and were paid a paycheck, or if there is a discrepancy between what is shown on your W-2 form and your payroll records, you may call the Axium Bankruptcy Estate number for further information. The number is 213-626-2311. If you have further concerns about your W-2 forms you may contact the IRS at 1-800-829-1040 for assistance. You must provide your name, address (including zip code), phone number, Social Security Number, dates of employment, your employer/payer's name, address (including zip code), and phone number. The IRS will contact the employer / payer for you and request the missing form. IRS will also send you a Form 4852 (PDF), Substitute for Form W-2.

If you do not receive the missing form in sufficient time to file your tax return, you may use the Form 4852. If you receive the missing or corrected Form W-2 after you file your return and a correction is needed, use Form 1040X (PDF), Amended U.S. Individual Income Tax Return. Refer to Topic 308, Amended Returns, for additional information. The IRS has a link to the website: <http://www.irs.gov/taxtopics/tc154.html>.

This is not intended to be legal advice. If you have personal tax questions or considerations you should consult with your tax advisor or a tax attorney.

### SAVE ALL INCOME RELATED DOCUMENTS!!!

Go to the IATSE's Web site for updated information as it becomes available.

## THE PRICE OF SUCCESS

Twenty years ago if you were working under an agreement in the motion picture industry you worked under the Hollywood Basic Agreement or its Area Standards spinoff, the infamous Grip Memo, an agreement to cover wages, terms and conditions with absolutely NO contributions to pension, health or annuity plans. That was it. It was pretty easy to understand all of the terms and conditions of employment as there was only one agreement. If you worked on commercials, music videos documentaries or low budget, understanding the terms and conditions was even simpler - it was whatever the producer said they were because there were no contracts in those areas of the industry.

A common question/complaint heard at union halls around the country is, "How come we get X in this agreement and not this other one?" or more simply, "Why are the terms, conditions and wages not identical from contract to contract?"

The answer is that IATSE agreements reflect the relative bargaining strength of the parties, maturity of the agreement and funding available for the project. More

mature contracts reflect gains won over decades of bargaining. Decades old agreements generally have permitted the IATSE to establish itself as a key economic partner and win ever-wider jurisdiction. These deals also tend to be in industry segments that traditionally enjoy larger budgets as well.

Our newer agreements are works-in-progress. While some lack the bells and whistles of more mature agreements, they generally reflect the wealth of the market segment and the IATSE's importance to its labor supply.

So while the terms and conditions are often different from job to job as our presence and strength grows in newer markets; the greater our gains and greater the convergence of the terms and conditions of our contracts.



## BACKGROUND CHECKS

One of the new realities of the workplace is an increasing awareness of employers to take extra precautions in the hiring of employees. Recently, a number of employers have added background check release authorizations to their start paperwork. Thus far, it has been limited to instances where a large number of children are employed on a job. In so doing, the company points out that it's only trying to exclude anyone with a history of arrests and/or convictions for crimes related to children.

While the IATSE understands and supports the employers' legitimate objectives, the signing of a waiver permitting a background check is a subject of mandatory bargaining. The employer has no more right to unilaterally implement it as a condi-

tion of employment than a Studio Mechanic local has to unilaterally implement a seniority roster and hiring hall.

In the examples that we're aware of, attorneys from IATSE have been able to work with their labor relations counterparts to craft releases that both protect the privacy of individual employees, yet allow the company to exclude persons with backgrounds unsuited to working with children.

If you're asked to sign a waiver permitting a background check as a condition of employment, contact your Shop Steward or Business Agent immediately. In turn, he or she will initiate a review process that will assure that a balance is struck between the employer's responsibilities and individual privacy.

## The Importance of Good Bargaining Notes

Contracts are the rules of the workplace. Sometimes, however, disputes arise between the Union and the Employer when each side sees different meaning in the same language, or when a practice not specifically enumerated in the collective bargaining agreement is suddenly in dispute. In resolving such matters, locals must look to the past—their bargaining history—in order to solve the problems of the future. The notes kept by the Union negotiating team when a new contract is being bargained can make or break your case if you must file a grievance over the meaning of a certain contract clause or a past practice.

Good bargaining notes can be the foundation for successful resolution of contract disputes. The notes taken by the bargaining committee and proposals and statements made by both the Union and the Employer during contract talks shed light upon the intention of the parties at the time the contract was made. Even if you are trying to enforce a past practice upon

which the contract appears to be silent, dates and the names of those in attendance, with descriptions of meetings in which an employer indicated knowledge and acceptance of the practice will help your case.

Notes need not be worthy of a professional stenographer, but they should be as clear and detailed as possible, indicating the date and time of each meeting, who was present on each side of the table, and the name of the individual keeping the notes. Any proposals or other information shared across the table should be marked with the date and time and kept in this same file. The note-taker should write down as many direct quotes as possible, especially tuning into statements about the way work is performed, the desires of either side, and any condition that the employer seems willing to grant to employees but not specifically commit to writing.

At the conclusion of each negotiating session, or at the earliest convenient time, the notes should be neatly collected and stored. This is some-

times difficult to do, when exhausting negotiations run late or butt up against work calls, but it is worth the effort.

The business agent, or lead negotiator may take notes for his or her own reference, but should not have the primary responsibility for record keeping. It is too difficult to do the talking and take detailed notes at the same time. It is also a good idea to have at least two individuals at each bargaining session. If a whole committee is present, everybody can take notes, which may be collected at the conclusion of bargaining and kept in the Union's files. There should always, however, be one designated secretary, whose sole responsibility is to take notes.

As the years pass, the notes will provide a history of not only the changes the contract has passed through, but also what proposals have been suggested and rejected by either side. At an arbitration, clear notes will not only help you prepare your case, but can also be used as evidence to help the Union win.

### ADDITIONAL ROAD REMINDER ROAD CARDS

What inevitably slows down the issuing of road cards for traveling stage personnel is the lack of a road card by the prospective traveler. Requests for pink contracts are often submitted at the last moment, just prior to production starting or for last minute replacements and/or vacations. If you, as the prospective traveling employee already have your road card and the stub has been submitted to the

General Office, it facilitates the timely issuance of the pink contract. Please consider getting your road card in early 2008 by paying for all four quarters of per capita, if you hope to or think you will be traveling next year. It will make for a smoother request process and will not require the General Office to track down your respective Secretary-Treasurer to have one issued.

### MORE CONTACT IN 2008

**The Stagecraft Department is setting some new goals for 2008, focusing on better communication with our members on the road and on Broadway.**

**Here in New York, we have had three meetings of the pink contract employees currently working on Broadway. Common concerns and problems have been discussed, and the February meeting, held at the National Benefit Funds office, focused on questions regarding benefits. The meetings have been well attended and will continue on a regular basis. Any worker holding a pink contract on Broadway who wishes to be notified of these meetings by e-mail should contact Tony DePaulo at [stagecraft@iatse-intl.org](mailto:stagecraft@iatse-intl.org). Traveling pink contract employees are also welcome at these meetings and should feel free to add their names to the list. A steering committee has been formed, which will coordinate with the General Office between meetings, so that communication between the office and the workers improves.**

**This spring we also plan to visit as many tours as possible. We have been able to visit some shows but would like to get to all of them. We appreciate the efforts of the road crews who keep in regular contact with the General Office. In the months ahead, we will be contacting various shows.**

**Members who do not belong to a local and have direct affiliation with the International as ACT and Special Department members are encouraged to call in when issues arise on the job. We want you to feel comfortable contacting the General Office, as we are your representatives. We are in the process of creating a packet of information for new ACT and Special Department members, which will be ready by early summer. This packet will serve as an orientation to Union membership and explain where to go when you need information. Any such member who has a problem or concern may contact the General Office at any time.**

### ROAD REMINDERS

- Local Unions are reminded to forward the designated section of the Yellow Card to the General Office.
- Pink Contracts cannot be issued by Local Unions without first securing permission from the General Office.
- Local Unions are obligated to inspect Pink Contracts and union cards of all traveling members, and to report any irregularities to the General Office. Traveling members must have all 4 stamps affixed to the current year union card and are obligated to provide their Pink Contracts and union cards for inspection by Local Unions.
- The General Office should be notified of any replacements of Pink Contract employees.
- Traveling members have the responsibility to send a copy of their signed Pink Contract to the General Office. (It is not the responsibility of the employer)
- Questions regarding benefits should be directed to the Fund Office (212-580-9092) or (800-456-FUND) or you may visit their Web site: [www.iatsenbf.org](http://www.iatsenbf.org).

## A Source of Safety

By Kent Jorgensen,  
Chairman, IATSE Safety Committee



We've talked about safety plans and attitudes. Employer's responsibility for providing a safe workplace are a given, and our participation in a safety program is necessary for its success. Beyond these official obligations are our obligations to the sisters and brothers who work beside us, our families, and ourselves.

Many employers have excellent safety programs. They offer training, information, and people that can help resolve problems and answer questions. This is the way things are suppose to work. But, how do you protect yourself if you work for someone with an ineffective program or someone who doesn't know or care?

There are many resources available to people to protect themselves. A great resource is the Internet. Google in a subject and you can get millions of Web sites to look at. The problem with the Internet is if you Google in a subject you get millions of Web sites to look. Here are a few specific places to go:

The OSHA Web site has a great deal of useful information (<http://osha.gov>). Going to the site you will find many helpful tools to access information. You can search for regulations by subject. There are eTools that include power point presentations, Topic Pages, and advisory pages with information and links (<http://osha.gov/dts/osta/oshasoft/index.html>).

About half of the states have their own OSHA plan. These state plans have their own Web sites. You can go to the Federal OSHA Web site to find if your state has its own plan and a link to its site (<http://osha.gov/html/oshdir.html>). Sometimes you can find useful information on a state's Web site other than your own. This can be very helpful, just remember what jurisdiction the information covers.

Another Web site is the Contract Services Administrative Trust Fund Web site ([csatf.org](http://csatf.org)) Even though the information is aimed at the television and motion picture portions of the entertainment industry there are recommendations for dealing with many hazards encountered by other segments of our industry. There are more than

40 bulletins, guidelines, and informational fact sheets available to anyone on a large range of subjects (<http://csatf.org/bulletintro.shtml>).

The Entertainment Services & Technology Association (ESTA) is another source of information ([esta.org](http://esta.org)). Through the Web site you can access the Technical Standards Committee, the ANSI standards writing committees for the entertainment industry, and their information (<http://esta.org/tsp/about/index.html>). You can also visit the ESTA Foundation (<http://www.estafoundation.org>). The Foundation is involved with creating and supporting educational programs in the entertainment industry. This group is fairly young, but it has some good materials and classes, and there is more to come.

Other subjects that the Internet is a useful tool are product information. Many companies offer safety manuals, spec sheets, user guidelines, material safety data sheets, and other information concerning their product and equipment.

Some large employers offer safety information on the company Web sites. These may include information on job duties, inspection procedures, and reporting procedures as well as safety contact information.

Your Local may also be a source of information and training. Many IATSE Locals have safety committees and representatives who compile information concerning safety issue that affect their membership. Your Business Agent should also be a source of information. If the Business Agent does not have the information you need, hopefully, they will be able to get it for you.

Attend any training your employer offers. Ask for information from employers and suppliers. Gather information about your job.

It is a good idea to compile a "work library". As you come in contact with products, equipment, tools, or situations that affect your work you should keep that information for later use or to share with your sisters and brothers. Manuals, catalogs, textbooks, and Web sites should all be part of your library.

As professionals we should try to be good at and as well informed about our jobs as we can. Being professional will get us more work and justify the money we ask for. IATSE members are the best entertainment industry workers around; let's work to keep it that way.

## UNION SAVINGS FOR CANADIAN MEMBERS

In January of this year, the IATSE became an affiliate of Canadian Union Advantage Benefit Programs (CUABP), a voluntary organization with which a number of international unions and labour organizations are affiliated. Union Savings is the name used by CUABP to designate special savings, discounts and benefits available only to union members. Much like Union Plus for American members, Union Savings exists for the purpose of using the purchasing power of Canadian union members to obtain money-saving benefits for the members and their families.

The International has arranged for discounts / service programs through Union Savings for mortgage consulting, accident insurance, critical illness, home & auto insurance,

long-term health care insurance, cellular phones, real estate services, and a low-interest, low-fee credit Mastercard, which is offered through the Bank of Montreal and bears the IATSE emblem.

President Short sent each Canadian member a letter and pamphlet in February, informing everyone of the availability of these new programs. Members are encouraged to visit the Union Savings Web site for further details. The Web site can be accessed at [www.unionsavings.ca](http://www.unionsavings.ca) or by following the links from the IATSE International Web site, at [www.iatse-intl.org](http://www.iatse-intl.org). Union Savings is a fully bilingual organization, so all programs, services and literature are available in both of Canada's official languages.

**UNION SAVINGS**

**Making Union Wages Go Further**

Union Savings offers members of participating Canadian unions and labour organizations savings, discounts and special features on a wide range of goods and services. A service of the Canadian Union Advantage Benefit Programs, it is administered by leading representatives of the labour movement.

[Click here](#) to see if your union/association has made you eligible for the savings offered on this site. If they haven't, maybe you should call them about it.

**Welcome IATSE Members.** Members of all Canadian locals of the International Alliance of Theatrical Stage Employees are now eligible for all Union Savings discounts except for legal services. Please browse this site to learn more about the numerous products and services that are now available to IATSE members.

**UNION SAVINGS:**  
[www.unionsavings.ca](http://www.unionsavings.ca)  
IATSE's affiliate of  
Canadian Union  
Advantage Benefit  
Programs (CUABP)



## Indianapolis Local Honors Longtime Member



At a regular membership meeting of Local 30, Indianapolis, Brother Joseph Quinn was congratulated on his 60th anniversary of membership. Brother Quentin Quinn, President of Local 30, made the presentation congratulating his father with a Certificate and a 60 year pin. President Quinn gave a brief biography of Joe describing all the theatres he had worked in; holding 3 different offices with the Local, and his last job as stage manager of the Indianapolis Symphony Orchestra for 31 years. Brother Quinn made some brief comments of how things had changed technically over the past 60 years and he was very proud to be himself a second generation stagehand after following his father into the business. Brother Quinn made a statement that there had been a Quinn as a member of Local 30 for the past 103 years. Congratulations.

**President Quentin Quinn presenting a Certificate and 60 year pin to his father, Brother Joseph Quinn, along with Joe's other two sons Dan, (far left) Tom (far right) and grandson Jeff (second from right) - 3 generations of Local 30 members in one picture.**

### GOLD CARD RECIPIENT HONORED IN LOS ANGELES

Projectionists Local 150 in Los Angeles honored Brother Autley Musselwhite with the presentation of his Gold Card. His over 50 years of service included work for AMC, Metropolitan, and Mann Theatres as well as working as a service technician for Altec.



**Pictured from left to right are: Carl B. Belfor, Business Manager; Autley Musselwhite - Gold Card honoree; Leonard Del Real, President.**

### GREENSBORO LOCAL MEMBER CELEBRATES 40 YEARS



**At Greensboro, North Carolina Local 574's annual Christmas party, Brother Harold Oakley was presented with an award for 40 years of service.**

## Local 764 Raises \$6000 for IATSE PAC with Quilt Raffle

Local 764's Annual Quilt Raffle to benefit the IATSE International's Political Action Committee recently raised \$6000. This year's raffle quilt, "New York Deco" was designed and sewed by member Michael Michalski. He was assisted by Local 764 members Christina Daily, Laurel Parrish, Teri Pruitt, Allison Rabenau, Sonya Wysocki, Bobbye Sue Albrecht, Jason Blair, Kathe Mull, Jason Viarengo and Equity member Steven Skybell. The finished quilt is pictured here, held by Brother Michalski and the quilt's lucky winner, Local 764 member Patricia Sullivan. The complex design is based on decorative elements of New York City Art Deco buildings, especially the Chrysler Building, the Empire State Building, and a few others. The 96" x 96" quilt is sewn in shades of teal and grey, with touches of teal blue and silver.



assisted this year by Sonia Wysocki on the business side of the raffle. They distributed tickets for sale to chairpersons at each job in order to reach the highest possible number of members. Local 764, which represents wardrobe workers in the New York City area, sells hundreds of \$5 raffle tickets not just to its own members, but also to their IATSE brothers and sisters on the job. It is important that the voices of union professionals in

the Entertainment Industry be heard in Washington, especially with the 2008 Presidential Elections fast approaching. In buying and selling raffle tickets the backstage workers of New York who may not be able to write large checks to the IATSE PAC are able to contribute financially in an important way.

Any local union interested in holding a fundraising event to benefit the IATSE PAC is encouraged to do so, and to contact the General office for legal guidelines.

## 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)

(THE IATSE IS UNABLE TO ACCEPT MONIES FROM OUR CANADIAN MEMBERS)

Name: \_\_\_\_\_

Occupation: \_\_\_\_\_

Local No.: \_\_\_\_\_

Current Employer\*: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

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

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

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

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

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



Local No. 6, St. Louis, and the road crew from *The Drowsy Chaperone* at the Fox Theatre in early November.



Pictured here are the carpenters, electricians, property persons and sound engineers at the St. Louis MUNY Summer 2007.

## HOLIDAY CREWS 2007



This is a picture of the road and local crew for the *Radio City Christmas Spectacular* starring the Rockettes, at the Rosemont Theater. Also on hand is Ray Yukich, Local 2 Union Steward.

Photo credit: Submitted by Andy Giancana, Local 110



Local 133 running crew for the *Nutcracker* at The Palace Theater Stamford, CT.  
Kneeling: Paul Schermerhorn, Anthony Servetas, William Gagliano, Michael Pegler  
Standing: Randall Thomas, Drew Scott, Andrew Kirsch, Colleen Cilenti, Peter Duhaime, Maureen Broderick, Gary DeLuca, Timothy Whitney, James Braxton, Angela Meikle, Scott Meikle, Edward Tilghman, Cliff Peck, Mathieu Regney



This photo is of the road and local crew of the yellow card show, *Camelot*, at the Majestic Theatre in San Antonio, along with the star of the show Lou Diamond Phillips (center).



Pictured here is the construction and art department crew, taken last year on the set of *Fred Claus* in Chicago.

The crew from left to right back first: Mike Truell, Jim Suhajda, Harry Haase, Glenn Stevens, Joe Gilmartin, Joe Haase, Tyler Osman, Carmen Caputo, Craig Jackson, Bruce Mullins, Pat Connolly, Tom Osman, Gary Baugh, Paul Ryan, Larry Hammer, Troy Osman, Mark Schneider, Larry Szymanowski, Jason Breitzman, Frank Dambra, Gary Happ, Helmer Claessen, Dan Sarich. Dan Hunt, Kho Wong, John Kenny III, Bruce Ahlfeld, Kenny Gagnon, Erica Shane, Kevin Kenny, Mike Brogato, Jack Clancy, Kristan Hanson.



| NAME                                      | LOCAL | NAME                                     | LOCAL | NAME                                    | LOCAL | NAME                                   | LOCAL | NAME                                    | LOCAL | NAME  | LOCAL | NAME   | LOCAL | NAME                                  | LOCAL  |  |        |
|---|-------|--|-------|---|-------|--|-------|---|-------|---|-------|--|-------|---------------------------------------|--------|--|--------|
| John J. Abrams<br>October 19, 2007        | One   | Glen Kroening<br>August 1, 2007          | 13    | Craig Glasser<br>September 15, 2007     | 44    | Michael Boisclair                      | 80    | Anthony Cucurullo<br>July 9, 2007       | 600   | Edward Packer<br>July 18, 2007                | 700   | Betty Barker<br>October 6, 2007              | 751   | Richard Gaal<br>August 3, 2007        | 873    |  |        |
| Artie M. Connaughton<br>October 3, 2007   | One   | Larry Kenyon<br>July 16, 2007            | 15    | Arthur Hanson<br>October 18, 2007       | 44    | Charles Williams                       | 80    | Lewis Duncan<br>September 18, 2007      | 600   | Wanda Rotz<br>March 24, 2007                  | 700   | Barry Bond<br>November 23, 2007              | 751   | Kevin Hughes<br>December 19, 2007     | 873    |  |        |
| Louis Depasquale<br>November 24, 2007     | One   | Russ Anneckston<br>April 3, 2007         | 16    | James Hart<br>November 19, 2007         | 44    | Paul D'Addio<br>October 8, 2007        | 84    | Robert Garlock<br>September 2, 2007     | 600   | Evalon E. Smith<br>November 28, 2007          | 700   | Richard Burke<br>August 29, 2007             | 751   | Bob McGuffin<br>November 20, 2007     | 873    |  |        |
| Cyril P. Galitzine<br>November 22, 2007   | One   | Robert Barnard<br>May 20, 2007           | 16    | Alvin Hidalgo<br>October 28, 2007       | 44    | Jack Anderson<br>December 11, 2007     | 99    | Laszlo Kovacs<br>July 22, 2007          | 600   | Paul Wyatt<br>September 27, 2007              | 700   | William Castellano, Sr.<br>September 5, 2007 | 751   | Zoe Nickerson<br>October 10, 2007     | 873    |  |        |
| Richard Gorta<br>November 26, 2007        | One   | Rick Blide<br>June 12, 2007              | 16    | William Jolley<br>July 7, 2007          | 44    | John F. Haddock<br>October 29, 2007    | 110   | Russell Meyer<br>September 18, 2004     | 600   | Peter Zinner<br>November 13, 2007             | 700   | Dean Gardner<br>September 24, 2007           | 751   | Laszlo Peter<br>July 1, 2007          | 873    |  |        |
| Jerome E. Green<br>November 30, 2007      | One   | Sandy Butler<br>December 23, 2006        | 16    | Chris Jones<br>October 28, 2007         | 44    | George Wright<br>December 21, 2007     | 134   | Robert Negrin<br>June 6, 2007           | 600   | Dorothy Andre<br>October 1, 2007              | 706   | Keith Heigman<br>November 8, 2007            | 751   | Michael Stockton<br>July 22, 2007     | 873    |  |        |
| Theodore V. Jacobi<br>October 21, 2007    | One   | Robert "R.A." Johnson<br>May 19, 2007    | 16    | Lillian Loring<br>July 20, 2006         | 44    | Blaine Wehunt<br>October 23, 2007      | 140   | Edward Nugent<br>June 7, 2007           | 600   | Edward Tom Case<br>August 10, 2007            | 706   | Ernest Oberg<br>September 5, 2007            | 751   | Dallas Bittner<br>July 2007           | 891    |  |        |
| Francis J. Lavaia<br>November 16, 2007    | One   | Richard Malerba<br>December 20, 2006     | 16    | Paul Mancuso<br>September 23, 2007      | 44    | Phillip Schaffer<br>November 21, 2007  | 160   | Scott Rathner<br>August 12, 2007        | 600   | Carmen Dirigo<br>July 26, 2007                | 706   | George Pacacha<br>August 3, 2007             | 751   | Kim Fry-Mosdell<br>December 12, 2007  | 891    |  |        |
| Leonard J. Mancini<br>December 26, 2007   | One   | Al Marshall<br>June 18, 2007             | 16    | Ernest Marchese<br>October 27, 2007     | 44    | Jack C. Young<br>August 27, 2007       | 163   | Walter Resce<br>July 19, 2007           | 600   | Charlotte Harvey-Garoutte<br>October 21, 2007 | 706   | Sylvia Waldstein<br>August 11, 2007          | 751   | Catherine Graham<br>November 17, 2007 | 891    |  |        |
| Thomas E. Minor<br>October 5, 2007        | One   | James Gray<br>December 6, 2007           | 31    | Duane Marion<br>November 24, 2007       | 44    | Robert Roy<br>March 1, 2007            | 199   | Richard Rucker<br>September 6, 2007     | 600   | Dale Isaacs<br>October 12, 2007               | 706   | Herach Arzounian<br>November 8, 2007         | 767   | Richard Lyons<br>January 20, 2008     | 891    |  |        |
| Lawrence Oswald<br>December 31, 2007      | One   | Joseph Drago<br>October 13, 2007         | 33    | Susan Moffett<br>November 2, 2007       | 44    | Elmer Dyson<br>April 24, 2007          | 200   | Russell Schrempp<br>June 2, 2007        | 600   | Billie Jordan<br>November 28, 2007            | 706   | Robert Romero<br>December 18, 2007           | 784   | Tom Wallace<br>December 12, 2007      | 891    |  |        |
| Roy Sears, Jr.<br>December 16, 2007       | One   | Dick H. Durant<br>November 29, 2007      | 33    | Irwin Rosenberg<br>December 12, 2007    | 44    | Daniel W. Wiley<br>September 17, 2007  | 283   | William Spencer<br>May 14, 2007         | 600   | Toby Gloria Stone<br>July 28, 2007            | 706   | Kelly Gleason<br>November 2007               | 798   | William Schenk<br>January 21, 2008    | 919    |  |        |
| Alexander S. Szarkowski<br>June 26, 2007  | One   | Glynn L. Hays<br>November 18, 2007       | 33    | Thomas Urioste<br>September 15, 2007    | 44    | Aaron Amzallag<br>September 7, 2007    | 306   | Randy Whitlock<br>August 3, 2007        | 600   | William Tuttle<br>July 27, 2007               | 706   | John Smith                                   | 834   | Steven Bernstein<br>November 25, 2007 | USA829 |  |        |
| Peter Tamburri<br>October 14, 2007        | One   | J.W. Moore, IV<br>December 18, 2007      | 33    | Robert Willis<br>October 1, 2007        | 44    | Joseph Russo<br>September 30, 2006     | 306   | Vaughn Wilkins<br>April 1, 2007         | 600   | Montague Westmore<br>November 13, 2007        | 706   | Renee Alcazar<br>August 17, 2007             | 839   | May Callas<br>August 3, 2007          | USA829 |  |        |
| William Vandebogart<br>October 4, 2007    | One   | Russell Nafus<br>November 30, 2007       | 33    | Steven Willis<br>November 14, 2007      | 44    | Edwin G. Bingham<br>July 20, 2007      | 330   | Jeff Crouse<br>December 3, 2007         | 631   | Thomas D. Bagley<br>October 8, 2007           | 720   | Roger Armstrong<br>June 7, 2007              | 839   | Warren Clymer<br>July 16, 2007        | USA829 |  |        |
| Michael Walters<br>October 10, 2007       | One   | Peter Secor<br>December 30, 2007         | 33    | Charles Zazueta<br>October 1, 2007      | 44    | Ernest Talbert<br>October 17, 2007     | 346   | Edward Bady<br>February 10, 2007        | 640   | Louis Sumien, Sr.<br>July 14, 2007            | 640   | Gregory Drolette<br>August 19, 2007          | 839   | George Drew<br>July 8, 2007           | USA829 |  |        |
| Daniel J. Graney, Sr.<br>July 18, 2007    | 2     | Robert M. Seelentag<br>November 20, 2007 | 33    | Jim Creasy<br>December 29, 2007         | 51    | Claude Keith, Jr.<br>November 23, 2007 | 354   | Doug Lupton<br>September 10, 2007       | 669   | Angel Elizondo<br>December 4, 2007            | 683   | John Marshall<br>July 3, 2007                | 839   | Charlene Singleton<br>August 2, 2007  | 839    | Shelly Jean Norton<br>December 3, 2007 | USA829 |
| Ronald Sedgwick<br>December 13, 2007      | 2     | Joseph Zammit<br>December 26, 2007       | 33    | Steven LeGrande<br>October 1, 2007      | 51    | Herb Campbell                          | 357   | Angel Elizondo<br>December 4, 2007      | 683   | Patricia J. McDonough                         | 683   | Wesley Ogle<br>October 2007                  | 720   | Alfred Wilson<br>August 5, 2007       | 839    | Eugene Powell<br>November 10, 2007     | USA829 |
| Anthony Polito<br>November 4, 2007        | 3     | Jackie Ackerman<br>November 25, 2007     | 44    | Terrell L. Walker<br>July 6, 2007       | 51    | Thomas Jeo<br>September 10, 2007       | 476   | Patricia J. McDonough                   | 683   | Bruce Arledge<br>August 15, 2007              | 695   | Gerard A. Ary<br>September 4, 2007           | 728   | Cathy Levy<br>September 21, 2007      | 840    | Jerry Skeels<br>July 24, 2007          | USA829 |
| Charles Whatton, Jr.<br>November 21, 2007 | 3     | Ynacio Acosta<br>October 17, 2007        | 44    | Walter A. Adece<br>December 14, 2007    | 52    | Mike A. Gonzalez<br>September 15, 2007 | 477   | James H. Bailey<br>August 30, 2007      | 695   | James H. Bailey<br>August 30, 2007            | 695   | Sanford R. Hoffman<br>May 31, 2007           | 728   | Faye Cameron<br>July 20, 2007         | 849    | Bob MacDonald<br>September 23, 2007    | ATPAM  |
| Roy Curtis<br>November 11, 2007           | 4     | Anthony Bavero<br>November 4, 2007       | 44    | William C. Bishop<br>October 18, 2007   | 52    | Ronny L. Breedlove<br>July 6, 2007     | 479   | Barbara Issak<br>July 21, 2007          | 695   | Barbara Issak<br>July 21, 2007                | 695   | Irwin Edward Levine<br>November 7, 2007      | 728   | James Mackenzie<br>December 28, 2007  | 849    | Kathleen Macintyre<br>December 2007    | ATPAM  |
| Robert Beckman<br>September 24, 2007      | 6     | Claudette Carter<br>February 1, 2001     | 44    | Russ Korker, Sr.<br>December 8, 2007    | 52    | Monserrat Apodaca<br>August 7, 2007    | 480   | Phil Mitchell, Jr.<br>August 25, 2007   | 695   | Phil Mitchell, Jr.<br>August 25, 2007         | 695   | Jack McCarthy<br>October 6, 2007             | 728   | Helen Taylor,<br>July 13, 2007        | 849    | Danny Newman<br>December 1, 2007       | ATPAM  |
| Robert Baskall<br>May 2, 2007             | 7     | Duncan Davidson<br>February 1, 2001      | 44    | William E. Meyerson<br>October 13, 2007 | 52    | Candice Laurie<br>September 22, 2007   | 484   | Bernard A. Balmuth<br>December 6, 2007  | 700   | Bernard A. Balmuth<br>December 6, 2007        | 700   | Donald E. Morgan<br>February 8, 2006         | 728   | Lawrence Anonychuk<br>May 6, 2007     | 856    | John Scott<br>December 28, 2007        | ATPAM  |
| Michael (Pat) Frazier                     | 7     | Alfred DeMarco<br>December 29, 2007      | 44    | Perry Pappas<br>November 26, 2007       | 53    | James Thomas<br>November 7, 2007       | 504   | John Bencivega<br>September 10, 2007    | 700   | John Bencivega<br>September 10, 2007          | 700   | Edward M. Savarese<br>July 31, 2007          | 728   | June Samson<br>November 3, 2007       | 871    | John Scott<br>December 28, 2007        | ATPAM  |
| Ron Jones<br>August 5, 2007               | 7     | Fred Draper<br>September 30, 2007        | 44    | Marcel Desrochers<br>July 16, 2007      | 56    | James Quinn<br>September 30, 2007      | 534   | Hal G. Davis<br>December 2, 2007        | 700   | Hal G. Davis<br>December 2, 2007              | 700   | Donald Wolak<br>July 19, 2007                | 728   | Don Bennett<br>October 19, 2007       | 873    | Richard Gibbs<br>July 2007             | B38    |
| George Chiasson<br>December 26, 2007      | 11    | William Farnsworth<br>October 30, 2007   | 44    | Rafael Gomez                            | 59    | Patrick Lavigna<br>July 21, 2007       | 592   | Lorinda Hollingshead<br>October 7, 2007 | 700   | Lorinda Hollingshead<br>October 7, 2007       | 700   | George Hanson                                | 729   | Carol Davidson<br>December 29, 2007   | 873    | Lynne Towne<br>September 2007          | B90    |
| Harold Rummion<br>October 18, 2007        | 12    | Esther Farrell<br>August 13, 2007        | 44    | David Flauhers<br>October 15, 2007      | 60    | Chris Coronel<br>August 15, 2007       | 600   | Robert Lawrence<br>September 19, 2004   | 700   | Robert Lawrence<br>September 19, 2004         | 700   | Caesar Gridelli<br>September 2007            | 750   |                                       |        |  |        |
| Thomas Starkey<br>October 13, 2007        | 12    | Hal Gausman<br>June 10, 2003             | 44    | Chris Mangles<br>July 10, 2007          | 77    |  |       |   |       |   |       |  |       |                                       |        |  |        |



## Remembering Jackie Ackerman

"I wagged the tail of the Cowardly Lion"

Jackie Ackerman joined the previous IA Local in Hollywood (Local 37 Studio Technicians) in 1936, and was one of the first members of the newly formed Local 44 IATSE in 1939. He died November 25, 2007 at the Motion Picture Home.

"I was a street urchin selling newspapers in downtown Tampa, Fla., from the time I was 3 years old," says Jackie Ackerman. "I had a generous mop of red hair and a face full of freckles. I was a scrapper and quickly learned to defend myself from the older boys. If I needed help, I just whistled and my brothers would come running.

After his father left the family of seven boys and a girl in 1919, when Ackerman was 5, the kids had to fend for themselves. His outsized personality got him attention even then. Known as "The Sunshine City Kid," he got himself a manager and hustled himself to Hollywood, where he sold more papers at Hollywood and Vine and got odd jobs, including caddy, carhop and occasionally actor.

At about 17, he thought about becoming an actor professionally, he says, but then "I saw how they made movies



behind the scenes, and I thought, "Oh, I like that better."

Soon he hooked up with Rennie Renfro, one of the top animal trainers for films, and started training the dogs used in MGM's "Barkies," a series of comedy short films, usually satires of other movies, in which dogs played all the roles. He caught the attention of the head of the prop department and soon segued into props.

He advanced as a prop man though his own drive, plus a lucky break. Another prop man failed to show up a couple of times, so Ackerman was promoted.

Then came *The Wizard of Oz*. There was no CGI, so someone had to control the tail of the Cowardly Lion, played by Bert Lahr. "Because I was the youngest prop man on the set," Ackerman says, he got the job.

Although still at the beginning of what would become a very long career, Ackerman knew he had special opportunities working in the prop department: "I could have had her red slippers," he admits. "I was there. I was the prop man."

*Special thanks to IATSE Local 44 for permission to reprint excerpts of this article from Local 44 Newsreel.*

## REMEMBERING HAROLD RUNNION

IATSE Local 12, Columbus, Ohio is saddened to report the passing of Brother Harold Runnion. Brother Runnion was born in 1928, in Athens, Ohio. He became a member of the IA in 1978, and was a familiar face to many traveling shows visiting the Ohio Theatre and the Palace Theatre, in Columbus. Brother Runnion worked tirelessly at the Ohio Theatre as it was being restored, becoming an expert on theatre restoration. He spent countless hours collecting memorabilia and restoring furniture and decorative drapes for the Ohio Theatre. He mentored many in the Union, and was great assistance to the local arts institutions. He is survived by several generations of nieces and nephews, and will be greatly missed.



## In Memory of Gene Powell

*A commemoration from Local USA 829*

Sadly we report the death of Scenic Artist Gene Powell. Gene was an extraordinary person. He was responsible for so many of us becoming members of the union. He took many under his wing as a teacher, he mentored us and he worked with our apprenticeship program as long as his health would allow. Having been a POW Gene couldn't believe his good fortune at having found United Scenic Artists and being able to establish a career that allowed him *to paint*. He worked tirelessly for the Union and cherished the ideals and values that came with being a member of USA 829.

As one of the premier charge men in major motion pictures, Gene *expected* his Scenics to be present at union meetings—we got involved and strongly feel the bond that was created on those jobs. He inspired us to participate on a civic level and excel on a creative one. Gene gave me and so many of our members opportunities: I got to do sculpture on *The Wiz*; then on *All That Jazz* he placed me doing body- and face-painting. As a Board member, Gene fought for the Pension and Welfare funds back in the 60's and got it started! When we worked for



Gene we not only learned skills but also what a special and important part of our life the union was.

The many who knew this wonderful man will remember him always and I know that I am grateful to have had the opportunity to have him in my life.

—Beverly Miller, Scenic Artist & President  
United Scenic Artists, Local USA 829, IATSE

## REMEMBER ERNEST TALBERT

On October 17, 2007 Brother Ernest Talbert, a Gold Card member of Local 346 passed away at the age of 76. He had been a member of the Lexington Kentucky union for over thirty years, since the opening of Rupp Arena in 1976. Brother Talbert had a huge extended family with 21 grandchildren and 24 great-grandchildren.

Ernest Talbert was a much loved favorite of the Local 346 membership who was well known for his excellent good humor and barbecuing skills. He will be missed forever by all his brothers and sisters in this local.

The picture is of Ernest receiving his Gold Card in 2006.





# Remembering Jack Suesse

John Charles "Jack" Suesse, 64, died on Friday, August 17, 2007 in Spartanburg, SC following a brief illness. For more than 30 years, Jack was associated with J.R. Clancy, Inc. serving as President from 1986-2005. He then formed his own consulting firm, J. Suesse & Associates, and also served as a Special Projects Advisor to Stage Technologies in London and Las Vegas. He was a member of the International Alliance of Theatrical Stage Employees and was selected as a Fellow of the United States Institute for Technical Theater in 1993. Jack worked on theatrical projects of all sizes across the world including the Peace Center in Greenville, SC; the Avery Fisher Hall at Lincoln Center in New York City; the Chicago Opera House; and the United States Naval Academy. He had a long-standing concern for safety and served on the Entertainment Technician Certification Program committee that developed rigging safety standards. One of Jack's favorite trade show commitments



was serving on the "Stump the Rigger" panel at the USITT annual conference.

Jack began his lifelong career in technical theatre in junior high school. He graduated from the Carnegie Institute of Technology with a degree in Technical Theater. After college, he taught at Onondaga Community College and owned Syracuse Scenery & Stage Lighting. In the years preceding his death, he volunteered regularly with the Tuesday crew of the local Habitat for Humanity organization. His knowledge of home-building was due in part to his experience building his own homes, first in Parish, NY, where

he lived for 27 years, and then in Tryon, NC, where he and his wife moved in 1999. He was a member of the Tryon United Church of Christ.

In recognition of his love for helping others, memorial contributions may be made to Habitat for Humanity, Inc, P.O. Box 626, Tryon, NC. 28782.

## THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed.

For those of you who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation.

| CONTRIBUTOR                    | IN MEMORY OF       | CONTRIBUTOR                    | IN MEMORY OF      |
|--------------------------------|--------------------|--------------------------------|-------------------|
| Local No. 346                  | Ernest Talbert     | Local No. One                  | Ephraim Dunsky    |
| Kathleen Di Tolla              | Fund Contribution  | Mrs. Hobbes' House Productions | Fund Contribution |
| Christine & Alfred J. Di Tolla | Alfred W. Di Tolla | Thomas J. Kiouisis, Jr.        | Fund Contribution |
| Kuowei Conrad Wang             | Carol Straub       |                                |                   |
|                                | Herbert Schmidt    |                                |                   |
|                                | Thomas Coughlin    |                                |                   |

## 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
- MPPS&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**-Helen Megginson, P.O. Box 2492, Mobile, 36652. Bus. Agt.: Philip Tapia.
- 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**-David Goldstein, 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.: Sandy Allen, 11306 E. Ramona, Mesa, AZ 85212 (480-298-2216) (Fax: 480-380-9403).

### ARKANSAS

- M 204 LITTLE ROCK**-Nikki Kelly, P.O. Box 848, Mabelvale, 72103. (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, 95811. (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, 94553. (510-351-1858) (Fax: 510-430-9830) Bus. Agt.: Mark Thompson.
- 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**-Ricardo Costa, P.O. Box 5143, Culver City, 90231-5143. (818-557-1677) (Fax: 310-398-8734) 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**-Jodi Robinson, 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: 805-937-3342) Bus. Agt.: Pat Barsocchini.
- 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**-Jerry Omasta, 671 S. Manchester Avenue, Anaheim, 92802 1434. (714-774-5004) (Fax: 714-774-7684) 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).









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

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

**OKLAHOMA**

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

**OREGON**

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

**PENNSYLVANIA**

**T B29 PHILADELPHIA**-Michael Messina, P.O. Box 54508, Philadelphia, PA 19148. (215-510-5949) Bus. Agt.: Damien Luckers.

**TEXAS**

**T B184 HOUSTON**-Gloria Martinez, 3030 North Freeway, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Denise Fabry (281-358-0702).

**WISCONSIN**

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

**DISTRICT SECRETARIES**

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

**District No. 2 (California, Nevada, Arizona & Hawaii)**-Missy Humphrey, 10061 Riverside Drive, Suite 825, Toluca Lake, California 91602. (818/645-1089) (Fax: 818/506-1555) Web site: [www.iadistrict2.org](http://www.iadistrict2.org); E-mail: [missy@iadistrict2.org](mailto:missy@iadistrict2.org)

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

**District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)**- John Page, 11247 B Lockwood Drive, Silver Spring, Maryland 20901. (301/593-8354) (Fax: 301/681-7141) Email: [iatse-d4@comcast.net](mailto:iatse-d4@comcast.net)

**District No. 5 (Wyoming, Colorado, Utah & New Mexico)**-Susan N. Jones, 8159 Ventana Azul Ave., NW, Albuquerque, New Mexico 87114. (505/897-6836).

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

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

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

**District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)**-Thomas Cleary, 20 N. Wacker Dr., Suite 1032, Chicago, Illinois, 60606 (312/236-3457)(Fax: 312/236-0701). E-mail: [tcleary@iatselocal2.com](mailto:tcleary@iatselocal2.com)

**District No. 10 (New York, New Jersey)**-John K. Hill, 171 East Side Drive, Ballston Lake, New York, 12019 (518/399-2085)(Fax: 518/384-1817). E-mail: [IATSED10@aol.com](mailto:IATSED10@aol.com).

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

**District No. 12 (Manitoba, Saskatchewan, Alberta & British Columbia)**-Barry Haines, 202-128 James Avenue, Winnipeg, Manitoba, Canada R3B0N8 (204-943-4634) (Fax: 204-943-8394). E-mail: [i.a.d12@allstream.net](mailto:i.a.d12@allstream.net)

**District No. 14 (Florida, Puerto Rico, U.S. Virgin Islands)**-Kimberly Bowles, 5385 Conroy Road, Suite 200, Orlando, Florida, 32811 (407-422-2747) (Fax: 407-843-9170) E-mail: [kabowles@iatselocal631.com](mailto:kabowles@iatselocal631.com)

**NOTICE TO IATSE MEMBERS  
WORKING UNDER IATSE AGREEMENTS**

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who makes a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, Beck vs. CWA, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she

may take Financial Core Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.