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IATSE OFFICIAL Bulletin

THIRD QUARTER, 2008

NUMBER 621

**“ I CANNOT IMPRESS
UPON EACH AND
EVERY ONE OF
YOU ENOUGH THE
IMPORTANCE
OF OUR UPCOMING
ELECTIONS.”**

**MATTHEW D. LOEB
INTERNATIONAL PRESIDENT**

**VOTE
NOVEMBER 4TH!**

LATSE OFFICIAL Bulletin

THIRD QUARTER, 2008

NUMBER 621

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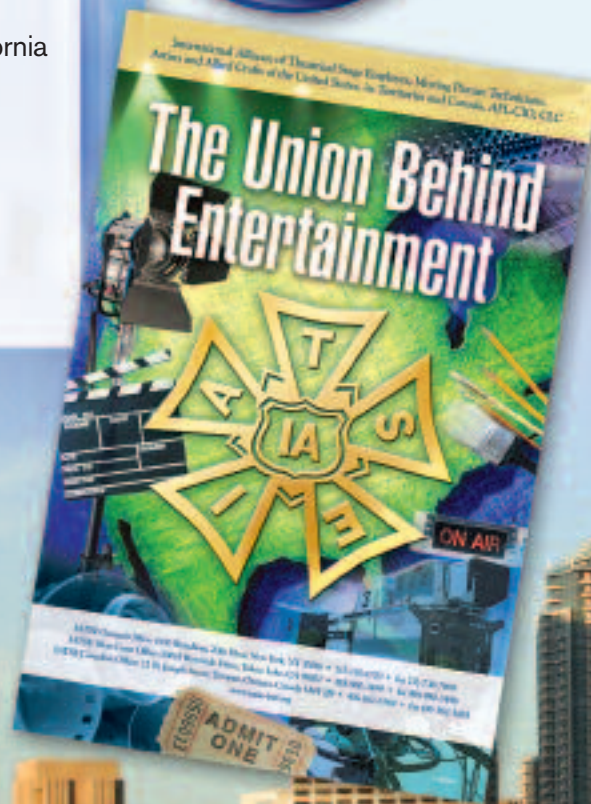
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If you are interested in purchasing this Promotional Poster, please send your Check/Money Order payable to IATSE, to the IATSE General Office to the attention of Assistant to the Editor MaryAnn Kelly. This Poster is available in two (2) sizes: 13 x 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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The OFFICIAL BULLETIN (ISSN-0020-5885) is published quarterly by the General Secretary-Treasurer of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, (IATSE), 1430 Broadway, 20th Floor, New York, NY 10018. Telephone: (212) 730-1770. FAX (212) 921-7699. Email: bulletin@iatse-intl.org

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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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Gearing Up for Election Day

Throughout my years as a member and officer of this great Alliance I have never been quite as concerned as I am now about our future in these United States. We have been a country with unparalleled strength and envied throughout the world for the democracy we so cherish.

Over the past several years we in the labor community have been continuously forced to endure challenges being tossed in our direction. As we work hard to provide the best representation to our members we must continue to stave off the assaults on our very existence. We have fought long and hard to attain the right to organize and to negotiate contracts providing for decent wages, conditions and benefits so our members may live in decency and retire with dignity. Every working American is entitled to at least that much.

Instead, we have a society now that faces foreclosure on homes, an economy that is in great need of restoration, rising fuel prices, little or no health insurance and the like.

After many months of an unprecedented primary season, just recently the IATSE endorsed Barack Obama's candidacy for President of the United States and by the time you read this Bulletin he will be our Democratic nominee. We all know how important it is to the stabilization of this country's future that we work as hard as we can to take back the White House. Senators Obama and Clinton have been working together to ensure a Democratic victory this November. They are both committed to winning back the White House and to ensuring that the voices of all 35 million people who participated in this historic primary election are respected and heard in Denver. To honor and celebrate these voices and votes, both Senator Obama's and Senator Clinton's names were placed in nomination. Senator Obama's campaign encouraged Senator Clinton's name to be placed in nomination as a show of unity and in recognition of the historic race she ran and the fact that she was the first woman to compete in all our nation's primary contests. In early August Senator Clinton stated "With every voice heard and the Party strongly united, we will elect Senator Obama President of the United States and put our nation on the path to peace and prosperity once again."

We must do everything we can to get our members to the polls on November 4th. I cannot impress upon each and every one of you enough the importance of our upcoming elections. We cannot go on for another four years like we have the past eight. Don't allow yourself to be disillusioned and distracted by the ideological issues that do not directly bear on our everyday survival.

You will no doubt expect to hear about issues designed to distract, but don't let them sway your vote from the practical to the ideological. I would ask that each and every one of you go to the polls on Election Day and cast your vote for the candidate who has *your* best interests on his agenda, and urge your co-workers and families to follow suit.

The One Constant Really Is Change

For the first time in many years, our members in both the United States and Canada find themselves involved in national elections at more or less the same time. Canadians will cast their votes on October 14th and precisely three weeks later on November 4th, our Brothers and Sisters throughout the United States will have their opportunity to head to the polls and have their voices heard.

As with every election season, we are all beginning to find ourselves surrounded by campaign literature detailing the vision of particular candidates and parties. The television, newspaper and Internet advertisements cannot be escaped. While elections almost by definition must contain some element of a change argument, this year it seems that as the campaigns progress, every party and virtually every candidate has now adopted it as their major theme.

With the ever-increasing level of media attention to the election process, it seems that "change" is everywhere. In New York, autumn is approaching and the change of seasons in combination with the election campaigns recently had me pondering that famous quote; "the only thing constant in life is change."

The International does not exist in a bubble within our constantly changing world. We face constant challenges and must evolve and adapt if we are to continue being successful. Change is not always easy, but it must be embraced. This central theme has been key to our success and survival over these past one hundred and fifteen years. Not many labor unions today can boast about that kind of longevity.

By now you are aware that we have experienced change in the position of International President. As you will see in the minutes of the recently concluded meeting of the General Executive Board held in San Diego, and the images on the pages that follow, Thomas C. Short retired as International President after fourteen years in that position and is now referred to as International President Emeritus Short.

International Vice President Matthew D. Loeb was unanimously elected by the members of the Board to be his successor and we welcome him to his new position. President Loeb has a track record of dedication and commitment and I look forward to working with him for many years to come.

As the only President that many of our members knew, President Emeritus Short will be missed. For me he was not only a great leader, but also a mentor and a friend and I, like you, wish him the very best of times in a retirement that is well earned.

2009 SUPPLIES

The local union supplies for 2009 will be mailed at the end of November to those local unions that have submitted their 3rd Quarter Report for 2008 and purchased the appropriate number of per capita stamps.

The number of per capita stamps that must be purchased is equal to the number of members reported on the 1st and 2nd Quarterly Reports for 2008 plus two times the number of members reported on the 3rd Quarter Report for 2008 (to allow for an estimate of the numbers that will be reported on the 4th Quarter Report for 2008). When the 4th Quarter Report for 2008 is submitted in January 2009, an adjustment to balance each local union's account is made if necessary.

VACATION CHECKS

An abundant amount of calls come to the IATSE General Office regarding members requesting their vacation checks.

The National Vacation Fund receives contributions on behalf of the participants and mails them to a valid mailing address. If you have not received a vacation check, please contact the IATSE National Benefit Funds office. Proper identification may be requested before a check is issued.

OFFICIAL NOTICE

This is to advise that the regular mid-winter meeting of the General Executive Board is scheduled to be held at the Sheraton Albuquerque Uptown, 2600 Louisiana Blvd., N.E., Albuquerque, New Mexico 87110 at 10:00 a.m. on Monday, January 26, 2009, and will remain in session through and including Friday, January 30, 2009. 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 Sheraton Albuquerque Uptown by calling the hotel reservations department at 505-881-0000 or 800-252-7772. Guest room rate for the IATSE is \$159.00, 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).

Cut Off Date: December 25, 2008



On July 31, 2008, International President Thomas C. Short announced his retirement to the members of the General Executive Board as well as all those in attendance at the San Diego Board meeting. The following pages are a photo tribute of those locals and affiliated unions who presented President Short with a gift along with their heartfelt thanks.



Carlos Cota, representing Local 122, San Diego, CA

President Short with his family; his son Joe, daughters Tammy and Tracy, and his son-in-law Mark.



Business Representative Steve Hulett, representing Local 839, Animation Guild



IATSE National Benefit Funds Trustees present President Short with a plaque



President Susan Cabral Ebert and Business Agent Tommy Cole, representing Local 706



1

Business Agent Buffy Snyder representing Local 705



1A

General Counsel Dale Short



2

National Executive Director Kim Hedgpeth-Roberts representing AFTRA



3

Costume Designers Local 892 representatives Cheryl Downey, Mary Rose and Rachel Stanley



4

International Representative Dan Mahoney spoke on behalf of all the International Representatives and Assistants to the President



- THOMAS C. SHORT
International President
- JAMES H. WOOD
General Secretary-Treasurer
- TIMOTHY J. HAZEL
First Vice President
- MICHAEL DAVIES
Second Vice President
- J. WALTER GIBBS
Third Vice President
- THOM DAVIS
Fourth Vice President
- MATTHEW D. LAMB
Fifth Vice President
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Sixth Vice President
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Eighth Vice President
- MICHAEL F. MILLER, JR.
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- JERRY L. BREMAN, JR.
Tenth Vice President
- CAROL DE VRIES

July 31, 2008

Mr. James B. Wood
General Secretary-Treasurer
I.A.T.S.E.
c/o Westin Horizon Plaza
910 Broadway Circle
San Diego, CA. 92101

Dear General Secretary-Treasurer Wood:

For over forty years I have been a member of this Alliance and have served as an elected officer for the last twenty-one. When I came into office as International President my goals were simple - to make the I.A. a better organization and to provide the best representation possible to our entire membership in two countries.

As hard as it is for me to believe that this time has come, I am now prepared to move on to the next chapter of my life. I have not made this decision for political reasons or for health reasons, but rather because I have learned that life is too short and there is a great deal that I have yet to experience and enjoy.

Therefore, I humbly advise you and the General Executive Board of this Alliance, that effective today I submit my retirement from the position of International President and I extend to each of you my best wishes for success in the future, not on behalf of any one individual, but on behalf of the entire membership of this International Alliance.

Sincerely and fraternally,

INTERNATIONAL PRESIDENT

TCS:dr

Representing Local 33, James Wright, Paul Paolasso, George Blanch, Jane Leslie and Peter Marley



Paul Moore, Cathy Repola and Ronald Kutak representing Local 700 Editors Guild



On behalf of the Canadian local unions, Cheryl Batulis and Barry Haines

Representative Local 800, John Moffitt and Scott Roth



Ed Brown represented Local 44



Andrew Oyaas represented all Studio Mechanics Locals



Academy Awards Director Gil Cates representing the DGA



Elizabeth Alvarez, Jim Osburn and Scott Bernard representing Local 695

President Loeb Joins AFL-CIO Executive Council

On August 6, 2008, International President Matthew Loeb was appointed to the AFL-CIO Executive Council, filling the vacancy created by the retirement of President Emeritus Thomas C. Short. Loeb's appointment was approved at the opening session of the Council's meeting at the Drake Hotel in Chicago, Illinois.

AFL-CIO Executive Council members Richard Trumka, Arlene Holt Baker, Matthew Loeb and John Sweeney at the Drake Hotel in Chicago.



PHOTO BY STACIE FREUDENBERG

IATSE CALLS FOR SUPPORT OF ACTORS FUND

At the District 11 and 12 Conventions in May, International President Thomas C. Short announced a \$10,000 contribution to the Actors' Fund of Canada. The 2008 contribution doubles the amount the Fund normally receives from the IATSE and was made in honour of the Fund's 50th anniversary.



President Thomas C. Short, alongside Vice President & Director of Canadian Affairs John M. Lewis, presenting a cheque to David Hope, Executive Director of the Actors' Fund of Canada.

Commenting on the presentation, recently-elected President Matthew D. Loeb remarked, "In making a contribution to the Actors' Fund of Canada, we recognize the important work it does serving members of the IATSE in Canada. Over and over again, the Fund has proven itself to be a relevant and necessary resource to members of the IATSE who have found themselves in financial difficulty. I would heartily recommend this organization and encourage all Canadian members and Locals to support it to the greatest extent possible."

The Actors Fund and the Actors' Fund of Canada are lifelines for those employed in the entertainment industry across North America. Thousands of professional members in dance, music, theatre, and motion picture & television have either helped the fund or needed its assistance while recovering from an illness, injury or other circumstances causing severe economic and personal hardship. For more information on the Actors Fund in the United States, please see their Web site at www.actorsfund.org, or for the Actors' Fund of Canada, please go to www.actorsfund.ca.

2008 America at Work AFL-CIO Union-Industries Show



AFTER 70 YEARS THE CURTAIN FALLS

The 70th Annual America-at-Work AFL-CIO Union-Industries Show was held at Detroit Cobo Hall, Detroit, Michigan. From May 16-18, hundreds of exciting exhibits and hands-on demonstrations celebrated America's union workers and the work they do.

Visitors came from nearby Detroit neighborhoods and close-in suburbs, but many also drove hundreds of miles from Kentucky and Tennessee, Ohio and Indiana and

from dozens of outlying Michigan towns. They took home thousands of dollars worth of prizes ranging from household products, paper products, watches, handcrafted copper toolboxes and decorative bird houses to automobiles and a Harley Davidson motorcycle.

The Executive Board of the UL&STD has decided there will be no Union-Industries Show in 2009, and will review options for resumption of the Show in 2010.

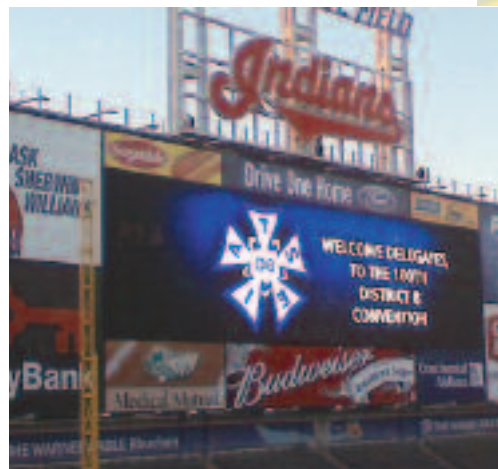


100th District 8 Convention

At the 100th District 8 Convention, held in Cleveland, Ohio, July 15-16, 2008, District Secretary Robert Bakalar announced his retirement and passed the torch to Rick Madison, Business Agent of Local 17 in Louisville, Kentucky.



Above: left to right, newly-elected District Secretary Rick Madison and Robert Bakalar. Brother Bakalar has been Secretary to District 8 for ten years.



Left: In honor of its 100th Convention, Progressive Field, home of the Cleveland Indians, welcomed the IA delegates on the big screen.

New Canadian Retirement Plan Formed with Directors Guild of Canada

The phenomenal success of the IATSE Canadian Retirement Plan has attracted attention outside of the Alliance. In early 2008, the Retirement Committee was approached by the Executive of the Directors Guild of Canada, who wanted more information about the Plan. After discussion on both sides and overwhelming support demonstrated in a ratification vote, the DGC determined it would terminate its existing retirement plan in favour of the IATSE Canadian Retirement Plan.

Effective September 1, 2008, the IATSE welcomed members from the Directors Guild of Canada into the Canadian plan. The plan was subsequently renamed "The Canadian Entertainment Industry Retirement Plan". The Retirement Committee has been increased and now includes three DGC representatives.

Demonstrating incredible growth, the Retirement Plan had grown to over 8,000 members and \$50 million in

assets by the summer of 2008. This growth enabled the Retirement Committee to negotiate further improvements to the Plan while maintaining the same low management fees for members. The DGC brought with it an additional 3,800 members and \$17 million in assets, for a total of 11,800 members and \$67 million in assets to the newly formed Canadian Entertainment Industry Retirement Plan.

The new Plan now offers all investment options in the non-registered portion and includes two additional investment options. At the Mid-Summer General Executive Board Meeting in San Diego, the IATSE General Executive Board unanimously approved the new Memorandum of Agreement and Plan Rules.

This joining together of the IATSE and the DGC underscores what can be accomplished when labour works together toward a common goal.



CONSTITUTIONAL CONVENTION OF THE CLC

Pictured here are CLC President Ken Georgetti and International Vice President Damian Petti. The photo was taken during the 25th Constitutional Convention of the Canadian Labour Congress, which took place in Toronto, May 26 - 30, 2008.

IATSE 2008 ELECTION CAMPAIGN



Pictured here are the U.S District Secretaries and AFL-CIO Political Representatives, who met with International President Matthew Loeb, International Vice President Walter Cahill and Assistant to the President Deborah Reid at the IATSE General Office to discuss the Election 2008 Campaign.

From left to right: District Four Secretary John Page, District Eight Secretary Rick Madison, Business Agent of Local 491 Andrew Oyaas, District Seven Secretary Scott Haskell, International Vice President Walter Cahill, District Fourteen Secretary Kimberly Bowles, District Two Secretary Missy Humphrey, International President Matthew Loeb, Assistant to the President Debbie Reid, AFL-CIO Representatives Susan Borenstein and Jan Schaffer, District Six Secretary Stuart Hale, District Ten Secretary John K. Hill, District Nine Secretary Thomas Cleary, District Five Secretary Susan Napoleone-Jones and District One Secretary Bill Wickline.

Not picture here: District Three Secretary Jeff Flanders.



CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. in the Pavillion Room of the Westin Gaslamp Quarter in San Diego, California on Monday, July 28, 2008.

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
ANTHONY DE PAULO,
Sixth Vice President
DAMIAN PETTI,
Seventh Vice President
BRIAN J. LAWLOR,
Eighth Vice President
MICHAEL F. MILLER, JR.
Ninth Vice President
JOHN T. BECKMAN, JR.
Tenth Vice President
DANIEL E. DI TOLLA,
Eleventh Vice President
JOHN FORD,
Twelfth Vice President

JOHN M. LEWIS,

Thirteenth Vice President

In addition to the members of the Board, those present included General Secretary-Treasurer Emeritus Michael W. Proscia, Retired Officers Jean Fox, Daniel E. Kerins, Nick Long, Rudy N. Napoleone, Michael J. Sullivan, and C. Gus Bottas; International Trustees C. Faye Harper, George Palazzo, and Thomas Cleary; CLC Delegate Don Ramsden; Assistants to the President Deborah A. Reid and Sean McGuire; Division Director of Trade Show & Display Work William E. Gearn, Jr.; International Representatives Ben Adams, Ira Alper, Steve Aredas, Michael David, Sandra England, Don Gandolini, Jr., Ron Garcia, Barny Haines, Scott Harbinson, Scott Haskell, Greg Kasper, Mark Kiracofe, Gavin Koon, Daniel Mahoney, Julia Neville, Joanne M. Sanders, Paul Taylor, Lyle Trachtenberg, Robert A. Trombetta, Patricia A. White and Joel Youngerman; Special Representatives Ronald G. Kutak, Rick Perotto, Joseph Short, James Taylor; IATSE Publicist Katherine Orloff; Assistant to the Editor MaryAnn Kelly; New York Office Manager Colleen Paul; Executive Assistant to President Short Anne Mankos; Executive Assistant to General Secretary-Treasurer Wood Barbara Jackson, West Coast Office staff Terri Simmons and Canadian Office staff Krista Hurdon.

Also in attendance at various open sessions of the Board meeting were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, NY; 2, Chicago, IL; 3, Pittsburgh, PA; 4, Brooklyn and Queens, NY; 5, Cincin-

nati-Hamilton-Fairfield-Springdale-Oxford, OH; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlingham-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark, NJ; 22, Washington, D.C.; 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 84, Hartford-Northern Connecticut, CT; 107, Alameda County-Oakland-Berkley-Contra Costa City-Solano City-Richmond, CA; 110, Chicago, IL; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 122, San Diego, CA; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 134, San Joes-Santa Clara, CA; 158, Fresno, CA; 161, States of New York/New Jersey/Connecticut; 168, Vancouver Island, BC; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 274, Lansing-East Lansing-Jackson-Saginaw-N. Central Michigan- Traverse



Representatives of Host Locals 122, 297, 495, 600, 700, 795 and 905 welcomed the Official Family to the city of San Diego.

City-Cadillac-Alpena, MI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 363, Lake Tahoe-Reno, NV; 411, Province of Ontario; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 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; 484, State of Texas; 487, Mid-Atlantic Area; 488, Pacific Northwest; 490, State of Minnesota; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 495, San Diego, CA; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Redbank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeastern New Jersey; 665, Honolulu, HI; 667, Eastern Canada; 669, Western Canada; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States, CA; 702, New York, NY; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 772, Washing-

ton, DC; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 790, Hollywood, CA; 795, San Diego, CA; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; EE/BPBD 829, New York, NY; USA 829, United States; 835, Orlando, FL; 838, Salt Lake City, UT/Southern Idaho; 839, Hollywood, CA; 843, Orlando, FL; 847, Hollywood, CA; 849, Atlantic Canada; 856, Province of Manitoba; 863, Montreal, QC; 864, Cincinnati, OH; 869, Albuquerque, NM; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory, Canada; 892, Hollywood, CA; 905, San Diego, CA; 927, Atlanta, GA; 18032, (ATPAM) New York, NY; B-18, San Francisco, CA and B-27, Cleveland, OH.

HOST LOCALS

The Host Locals for this meeting of the General Executive Board were Locals 122, 297, 495, 600, 700, 795 and 905. Prior to the official opening of the Board meeting, the host locals welcomed the entire Official Family at a breakfast.

When the Board meeting was officially called to order on Monday

morning, July 28, Representatives of each of the Locals appeared before the Board, including: Brothers Carlos Cota and Robert Dougherty of Local 122, Brother Jack Sheperd of Local 495, Brothers Steven Poster and David Behm of Local 600, Sister Cathy Repola and Brother Paul Moore of Local 700, Brother Darin Haggard of Local 795, and Sister Robin Lemon of Local 905. On behalf of all Locals, Brother Carlos Cota extended a warm welcome to the Board and all attendees of the meeting. He offered the Locals' assistance throughout the week that might make the Board's visit more enjoyable.

On behalf of the Board, President Short expressed his deep appreciation to the host locals and stated that the last time the Board held its meeting in San Diego was in 1981. President Short was glad to return to this beautiful City and looked forward to a successful and enjoyable week.

INTRODUCTIONS

President Short introduced to the Board newly appointed International Representative Paul Taylor who recently joined the International at the IA's Canadian Office in Toronto. Representative Taylor has extensive



background in labour relations. Representative Taylor is also an attorney and is bilingual which continually proves to be a tremendous asset to the International.

In addition, President Short introduced Luke Crawley who traveled from London to be the IATSE's guest at the Board meeting. Luke serves as an Assistant General Secretary of BECTU and he expressed his appreciation for the invitation to attend the meeting and his gratitude for the hospitality demonstrated by the Board and other meeting attendees.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood presented a report to the Board on the following:

Update On The New Information System For The International

As has been previously reported to the General Executive Board, the International has been involved in a major upgrade to the information systems used in the General Office. The portion of the system that will be available to local unions to interact with the Finance Department was demonstrated to those in attendance at the mid-winter General Executive Board meeting held this past January in Orlando, Florida.

Although the actual implementation of the system took slightly longer than originally anticipated, such delays are not unusual for a project of this magnitude. The portion of the system for use by the Finance Department was brought online in April of this year and recently was made available to local unions that had placed themselves on a waiting list.

At the present time there are 40

local unions that have reserved their space in line and as of this meeting, fifteen local unions have completed their training and are now able to access the new system. The remaining 25 local unions should be online by the end of the summer, at which point additional local unions will be granted access to the new system.

General Secretary-Treasurer Wood took a moment to thank the officers of Locals 4, 52, 354, 495, 534, 600, 667, 728, 729, 784 and 892 for their assistance during the beta testing period of the project development.

Access to the membership database has also been granted to all International Officers and Representatives. No longer will representatives working in the field need to submit names to the General Office to have their status verified. Now, on a 24/7 basis, representatives involved in organizing campaigns will be able to get immediate answers relating to the status of individuals working on a production.

The final portions of some additional programming for the Finance Department are still being finalized and it is expected that this work should be completed by the end of September. At this point the project will begin its second phase as the portion related to the Roadman program for the Stagecraft Department receives a substantial upgrade.

Audited Financial Statements

For the past number of weeks the auditors have been in the General Office performing the April 30, 2008 year-end audit. The final audited statements have now been completed and as has been past practice, these financial statements will be published

in the Third Quarter issue of the Official Bulletin.

The General Fund now has Total Assets of over \$38 million, which represents a 68% increase over the past six years. This figure only includes the depreciated value of the original purchase prices of the International's buildings in California and Canada, not today's market value. These figures also stand in stark contrast with the numbers reported in the feature article of the most recent Official Bulletin where it was indicated that the Alliance had total assets of approximately \$2.7 million when President Short became International President.

ULLICO Turnaround

Since the 2003 management shakeup, the General Executive Board has been kept apprised of the status of Union Labor Life Insurance Company (ULLICO). The company continues to make steady progress and in May announced a dividend of \$0.50 per share.

These results are a vast improvement from the financial crisis that ULLICO found itself in only five short years ago. The International's support of the new Board of Directors that were installed at that time and the decision to be one of many investors that provided increased liquidity to the company in its time of need has proved to be the correct course of action.

The Union Label and Service Trades Department, AFL-CIO

As with many departments within the AFL-CIO, the Union Label Department has been faced with many financial challenges over the past number of years. The Department had become somewhat stagnated and was primarily engaged in producing

the America@Work show every year. This singular focus was not allowing the Department to fulfill its constitutional purpose, which is to promote union made products and services to the general public.

Approximately one year ago, the Executive Board of the Department, of which General Secretary-Treasurer Wood is a Vice President, formed a "Committee of the Future" to develop a plan of action to revitalize the Department. President Short assigned General Secretary-Treasurer Wood to be one of the five individuals that comprised the committee.

After a number of meetings and numerous document drafts, the Committee presented its findings to the full Executive Board of the Union Label Department in February of this year. The Board adopted the entire document, which included a recommendation to hire a new President for the Department, Richard Klein formerly the head of communications for the Glass, Molders, Pottery International Union.

One of the key recommendations is to not produce the America@Work show in 2009 and instead implement a number of new communication strategies including the development of a Web site, use of email lists, blog sites and traditional editorial communication. The goal is to focus on options that can potentially reach the entire population of the United States as opposed to only communicating with 30,000 individuals within a specific city.

The new strategies do not focus on the America@Work show being the public face of the Department and it is quite possible that this year's show which was held at Cobo Hall in Detroit, Michigan from Friday May 16 to Sunday

May 18 may be the last show.

General Secretary-Treasurer Wood expressed his thanks to those members in Detroit that worked on this year's show and thanked International Vice President Tim Magee and Retired International Representative Tom Kiousis for their support in making sure everything went smoothly. Finally, thanks were expressed to Keith Marshall for his many years of service to the International for being in charge of our exhibit at the show.

Department Of Labor Form LM-30

The continuing process of ratcheting up the reporting requirements on organized labor continues at the DOL. Recent proposed changes to LM-30 filing requirements included amongst other things the potential treatment of stewards who perform dispute resolution within part of the work day without loss of pay to be required to file Form LM-30's and the requirement of bona fide loans or mortgages to be reported on the Form LM-30.

The changes would apply to any forms filed in 2009 (therefore applicable to 2008). The AFL-CIO filed suit on January 14 in the U.S. District Court for the District of Columbia challenging the secretary of labor's authority to issue the revised LM-30 without congressional approval. It is expected that a decision might be released in the last quarter of 2008.

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

During the 2003 mid-Summer General Executive Board meeting held in New York City, the Board approved the establishment of a Building Fund in accordance with Article Fourteen, Section 3(e) of the International Constitution and

Bylaws. This was accomplished by creating a designated line item within the General Fund. During subsequent General Executive Board meetings the Board has approved additional allocations and as of our year end April 30 the balance within the General Fund designated towards a future building purchase for the General Office stands at \$1,665,619.

As was earlier reported, the financial position of the International continues to be positive and General Secretary-Treasurer Wood recommended that the General Executive Board designate a further \$500,000 within the General Fund to the building reserve.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and other Union Privilege programs. For the year ending April 30, 2008 we received royalty payments that totaled \$178,911.
2. As a result of an ever-increasing number of "rush" requests for consultation responses for INS Visas, over \$435,000 in fees were generated during the fiscal year ending April 30, 2008. In keeping with the procedures established when the INS consultation fees were first introduced in 2003, all of these monies received are deposited into the Defense Fund.
3. Finally, at the end of 2007, the Official Bulletin and the International's Web site were selected as winners in the Union Privilege Annual Promotion Contest and the International was presented with a check in the amount of \$625.



The Board accepted the report and General Secretary-Treasurer Wood's recommendation to designate \$500,000 to the Building Fund.

REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, George Palazzo and Thomas Cleary appeared before the Board and presented their report on the audit conducted by them in June 2008, in accordance with the International Constitution. The report covered the period of October 2007 through May 2008.

The Board accepted the report.

APPEAL OF JERI BAKER V. LOCAL NO. 706, LOS ANGELES, CA

The appeal of Sister Jeri Baker, member of Local 706, was read to the Board. A review of the Sister Baker's appeal indicated that in April 2006, Local 706 received several anonymous telephone calls stating that Sister Baker was using a fraudulent cosmetology license. The Local conducted an investigation and Sister Baker admitted that the original documentation she provided to the Local and to contract services in 1993 had been forged. Sister Baker was working on "Spiderman 3" at the time of the investigation and was permitted to finish work on the film under the condition that she not accept any other union work until she obtained a current cosmetology license. According to the Local, Sister Baker accepted that condition. After the agreement was made, the Local had no communication from or about Sister Baker until June 2006 when it learned that Sister Baker was working on the production "There Will Be

Blood." An officer confronted Sister Baker with the agreement she had made not to work without a valid license. Sister Baker attempted to blame others, asserting that others had gotten approval from the union.

Following this situation, on June 11, 2006 Sister Baker chose to resign her membership from Local 706 rather than face charges and possible expulsion. In a letter dated November 5, 2007 Sister Baker requested that she be reinstated into Local 706, and later that month the Executive Board decided to reinstate her membership and demanded that an investigation be performed to ensure that Sister Baker had completed her full cosmetology course. What the Local seems to have on file from Sister Baker is a temporary cosmetology license that expired on April 11, 2008.

The International President affirmed the decision of the membership, and the General Executive Board reviewed the record on appeal and upheld the decision of the International President. President Short did not participate in the deliberations nor did he vote.

APPEAL OF LOCAL NO. 264 RE: DORIAN NICELY

The appeal of Local 264 was read to the Board and a summary of the appeal is as follows.

The Executive Board of Local 264 filed charges against Dorian Nicely on November 7, 2007. The charges allege that Sister Nicely had worked in another Local's jurisdiction without proper authorization and against the directive of International Vice President Walter Cahill. Sister Nicely argued that the charges were simply

an attempt by the Local to punish Sister Nicely for having previously sent a letter of complaint about the Local 264 officers to President Short.

After the trial was held and the findings upheld by the membership, Sister Nicely appealed to the International on April 3, 2008. Upon review of the details of the case, a number of Constitutional violations in the trial proceedings and membership meetings were discovered which rendered both the trial and the decision of the trial board unfair and unconstitutional. For these reasons, the decision of the trial board and membership was reversed by the International President.

The General Executive Board reviewed the record on appeal and upheld the decision of the International President. President Short did not participate in the deliberations nor did he vote.

APPEAL OF DONALD CRACE V. LOCAL NO. 369, HUNTINGTON, W.VA

Brother Donald Crace, member of Local 369, appealed to the General Executive Board from a decision of the International President. Brother Crace's appeal was read to the Board and a summary is as follows.

Brother Crace filed charges against Business Representative Chet St. Clair and Steward Rhonda Smith on May 13, 2008. The charges involve a decision by SMG management that Brother Crace not be referred to work at the Big Sandy Superstore Arena based upon job performance. It appears there is no job security nor are there staff positions for stage employees at the Arena. Moreover, there do not seem to be any issues

involving internal union governance or affairs with regard to Brother Crace and his employment at the Arena. Thus, there does not appear to be a violation of the International or Local Constitution and Bylaws.

The Local was directed not to take cognizance of the charges, and as a result of that directive, there is no trial board finding or membership decision. Crace is now appealing this decision of the International President.

The General Executive Board reviewed the record on appeal and upheld the decision of the International President. President Short did not participate in the deliberations and did not vote.

APPEAL OF CORDOVA, HANRAHAN, McDONALD, PELLETIER, HESS V. LOCAL NO. 423, ALBUQUERQUE, NM

Charges were filed by the Executive Board of Local 423 against twelve of its members, some of whom were officers at the time. The charges alleged that these members had violated an Unfair Employer letter issued by the International President on November 2, 2007 in which he declared Stage Services, Inc. and unfair employer and directed the Local not to render services to them. As requested by Local 423 in a letter dated February 14, 2008, the International President's original jurisdiction to try charges was invoked pursuant to Article Seven, Section 5(e) of the International Constitution. Therefore, a hearing was conducted by International Representatives Joel Youngerman and Donald Gandolini.

The testimony and evidence presented at the hearing can be found in the decision letter subsequently

issued by the International President.

An appeal to the General Executive Board from the decision of the International President was filed by Sandra Cordova, Michael J. Hanrahan, Randy McDonald, Nettie Pelletier and Caroline Hess. The General Executive Board reviewed the record on appeal and upheld the decision of the International President. President Short did not participate in the deliberations and did not vote.

APPEARANCE LOCAL NO. 883, CLEVELAND, OH RE: Playhouse Square Foundation

Sister Diane M. Burke, Business Representative of Local 883, and International Representative Patricia A. White reported that the Local entered into negotiations with Playhouse Square Foundation.

In just one negotiating session, Local 883 achieved a landmark contract achieving the following:

- Five-year term
- Covering six venues (adding Hanna Theatre and 14th Street Theatre)
- 18% increase (8% with wages and 10% into health first time ever contribution)

The agreement was ratified unanimously by the membership and Sister Burke thanked the International for the tremendous support they provided.

APPEARANCE LOCAL NO. 772, WASHINGTON, DC

Re: Organizing, Agreements

Sister Jessica Evans, Business Agent of Theatrical Wardrobe Local 772, appeared before the Board to report on the progress made by the Local in organizing the wardrobe departments within its jurisdiction

since attending the Special Wardrobe Caucus held in New Orleans in the winter of 2007. Since that time, Local 772 has codified its long-standing oral agreement with the Verizon Center into a written document, has been voluntarily recognized as the exclusive bargaining unit, is in the process of negotiating a contract at the Fords Theatre Society, and is in various stages of the organizing process at other venues. Sister Evans extended her thanks to President Short, Vice President and Director of Organizing Daniel Di Tolla, and Vice President Walter Cahill. She especially credited "DC Union Informational Nights" led by Vice President Cahill for all Washington-area locals and workers as an especially effective tool in organizing. Local 772 called on all locals to work together in organizing and collective bargaining, and pledged support to any sister locals in need of its help.

APPEARANCE WOUNDED MARINE CAREERS FOUNDATION

International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr. and International Representative Lyle Trachtenberg introduced members of the Wounded Marine Careers Foundation who gave an excellent presentation to the General Executive Board and members in attendance. The presenters included the Foundation's Co-Founders Kevin Lombard and Judith Paixao, Gunnery Sergeant Nick Popaditch, as well as other U.S. Marine Veterans, Sergeants Raul Espinosa and Roberto Villedo, and Lance Corporal Brett Sobaski, who suffered injuries while serving our country in the Afghanistan and Iraq wars. A very emotionally



Members of the 01-08 Class of the Wounded Marine Careers Foundation were sworn into membership by President Short.

charged video documentary was shown, which was produced by Sempre Films, a project of WMCF. The Foundation focuses on retraining of wounded Veterans, teaching them video production in the traditional crafts represented by the IATSE. The IATSE is proud to be partnered with this very important Veterans' organization. Members of the 01-08 Class of the Wounded Marine Careers Foundation were sworn into membership in the respective West Coast Locals by International President Thomas C. Short who stated that the IATSE is extremely proud and honored to be associated with the Foundation. The school operated by the Wounded Marine Careers Foundation is truly a significant project on behalf of our United States wounded veterans.

**APPEARANCE
LOCAL NO. 306, NEW YORK, NY
Re: Regal Cinemas**

Business Agents Barry Garfman and Miriam Pollock appeared before the Board and reported that the Local reached a new two-year agreement with Regal Cinemas.

The new agreement maintains the current wage structure in the six covered theatres and increases the pension and health contributions to 22%. Audio-visual language was added to their scope of jurisdiction.

President Short noted that this was a report of progress for the Local.

ABC/NABET

International Vice Presidents Matthew D. Loeb and Michael F. Miller, Jr. and General Counsel Steven B. Spivak appeared before the Board to report on an agreement between ABC-TV and NABET, modifying NABET's Broadcast Agreement to adapt it to television production of the type traditionally performed by IATSE. The agreement, signed by ABC and NABET in November 2007, came to the attention of President Short.

The agreement with NABET covered the production of Opportunity Knocks and its terms and conditions severely undercut the Basic and other IATSE agreements. It allows many traditional IA crafts to be employed non-union and it expresses the clear

intention to continue to give NABET IATSE's production work in the future.

President Short became directly involved and the production eventually retained outside counsel. After a series of letters from ABC and efforts to conceal the true producer of Opportunity Knocks, the show was eventually picked up by a Disney-affiliated company and traditional IATSE employer.

President Short noted that great vigilance will be required in the future to ensure that this type of raid on traditional IATSE jurisdiction does not take place again.

ACT – NEW MEMBER KIT

General Secretary-Treasurer James B. Wood, International Vice Presidents Anthony DePaulo and Brian J. Lawlor, and International Representative Patricia White appeared before the Board to report on the ACT New Member Kit developed as a promotional tool for new members in the stagecraft area. The ACT Department now has 387 members who should be absorbed by the Locals. Since many of these members had no previous contact with labor unions, the kit was developed to help them understand the goals of the IATSE.

**ACCIDENTAL PRODUCTIONS
API, INC.**

International Vice President and Director of Canadian Affairs John M. Lewis, Local 667 President Ciaran Copelin and Business Agent Rick Perotto along with Local 873 President Bob Hall, Vice President Glen Gauthier, Business Agent Kirk Cheney and Treasurer Pauline Chung reported to the Board on the progress of Local 873 in securing agreements with Canadian productions. In view of the industry

disruptions in the United States and the falling American dollar, this had become more important than ever.

Notwithstanding the local's attempt to adjust its feature agreement (and even match NABET terms and agreements), attempts to secure low budget Canadian productions were not particularly successful, as Canadian producers were not convinced that the local was seriously committed or that 873 members would actively work their productions (and not simply leave once a large US feature arrived).

However, the extension of the Low Budget Agreement to Canada appears to have been a turning point. First, Evolution Pictures agreed to shoot the Saw franchise under the agreement, after the earlier film had been shot NABET. After initial issues were resolved about admitting into membership those members of the crew who were willing to give up their NABET membership, the local had no trouble crewing the Saw films. Although there was a learning curve with respect to work and crewing practices for low budget work, Evolution has shot three additional films under the Low Budget Agreement in Toronto, (and will be shooting two more in Vancouver later in the year). Also, Don Carmody, a well-known Canadian producer, has used the Low Budget Agreement.

With the dearth of US productions, the local is now aggressively seeking work on Canadian productions. For the first time, the local secured an agreement with Muse Productions (for a \$1.9 million movie-of-the-week), with Temple Street Productions (for 16 one-hour

episodes of The Session, to be aired on the CBC) and Barna-Alper Productions for a pilot. None of these producers had previously shot under the IATSE collective agreements.

Progress is being made. After previously being shut out of some US television production, the television term agreement provided an opportunity for Local 873 to re-enter the market place. With advance notice, the International has been able to assist in securing agreements with independent US producers. Now a consistent effort in pursuing Canadian producers is the last piece of the puzzle of resolving the competition with NABET.

Gratitude was expressed, in particular to Local 667 and its Business Representative, Rick Perotto, for their assistance to Local 873.

AFTRA/SAG

International Representatives Daniel Mahoney and Gavin Koon were assigned by President Short to attend American Federation of Television and Radio Artists ("AFTRA") negotiations. Representative Mahoney was assigned to Network TV Code, which began on February 19, 2008 and concluded March 8, 2008. These talks involved the non-Prime Time Television Show portion of the AFTRA Collective Bargaining Agreement covering daytime serials, TV shows, promos, musicals, entertainment, and sports. The agreement was ratified April 30, 2008 by more than 90% of the membership. It included wage and benefit increases retroactive to November 15, 2007.

Network Code/Prime Time

These negotiations covered the Television Broadcasting Networks, Film Studios, Legitimate Theatre,

Prime-time television shows, network and cable done under this AFTRA agreement. AFTRA represents 70,000 actors and has 30 chapters in United States. The negotiations began May 7 and concluded May 28, 2008.

This agreement was ratified on July 7, 2008 by more than 63% of the membership. It includes increases for major roles and background actors, New Media jurisdiction and rates.

Roberta Reardon thanked the IA for its support.

**LOCALS NO. 849 AND 667,
ATLANTIC CANADA**

International Vice President and Director of Canadian Affairs John Lewis, Local 667 President Ciaran Copelin, Business Representative Rick Perotto and Local 849 representatives David Reilly and Gary Mitchell reported on problems with the Quebec rival union, AQTIS, which were overflowing into the adjacent province of New Brunswick. AQTIS had been intimidating co-productions or Quebec productions working in New Brunswick under IATSE collective agreements. With the successful establishment of Local 514, a more proactive approach was called for to resist the attempts of AQTIS and the Quebec producers (the APFTQ) to assert jurisdiction in New Brunswick and other Atlantic provinces by falsely asserting that even in those provinces Quebec workers were required (for tax credits or otherwise version) to work under AQTIS agreements. Productions shooting in Atlantic Canada should not only shoot under IATSE collective agreements but engage members from Locals 514 and 667.

When a recent Quebec/New Brunswick co-production, *Belle Baie*,



began shooting in New Brunswick, again, it received correspondence from APFTQ that it could not legally sign a collective agreement with the IATSE in New Brunswick. A response was prepared by Canadian Counsel challenging the basis and legitimacy of the APFTQ or AQTIS position and which was widely circulated. The producers of *Belle Baie* did sign IATSE collective agreements and there is optimism that a second production and others will also do so.

BECTU

General Secretary James B. Wood, International Vice President and Stagecraft Co-Director Anthony DePaulo, Assistant to the President Deborah A. Reid, and BECTU Assistant General Secretary Luke Crawley reported to the Board on their attendance at the BECTU annual conference in Liverpool in the United Kingdom in May 2008. International connections in an increasingly globalized economy have become more and more essential and the important ties between IATSE and BECTU are being strengthened. Assistant General Secretary Crawley announced that in view of his contribution to establishing and strengthening the relationship, BECTU's Board has determined to confer an honorary membership on President Short at BECTU's next annual conference. President Short expressed his gratitude not only for the honor but for the continuing relationship and support of BECTU throughout his administration.

BILL C-10 SENATE OF CANADA

International Vice President and Director of Canadian Affairs John M. Lewis reported to the Board on Bill C-10, an omnibus federal tax bill,



BECTU Assistant General Secretary Luke Crawley (left) reported on the annual BECTU conference, with General Secretary-Treasurer Wood.

which includes provisions that will allow the Minister of Canadian Heritage to deny eligibility for tax credits to productions determined to be contrary to the public interest. The Minister would have the power to deny tax credits even if other federal agencies (e.g. Telefilm, Canadian Television Fund) have already approved and invested in the production. Additionally, eligibility for tax credits would now be determined after the production wrapped.

Not surprisingly, if only for the blatant interference with artistic freedom and the censorship implications, Bill C-10 has created much controversy, both in and out of the industry. The IATSE was invited to testify before the Standing Senate Committee on Banking, Trade and Commerce. Because the censorship issue would be more than adequately covered by other witnesses, the IATSE appearance (by Vice President Lewis) focused primarily on the negative impact of Bill C-10 on financing in the motion picture industry and the consequential instability to the industry.

The Senate Committee is now proposing amendments to Bill C-10 that will address concerns that the IATSE and other industry groups raised. Those amendments will now go back to the House of Commons for further debate. However, the present Conservative government has not accepted the amendments and is threatening to make any House of Commons vote on Bill C-10 a matter of confidence in the government, which could trigger a federal election. The Canadian Office will continue to monitor and report on the situation.

BROADWAY LEAGUE / LOCAL NO. 798

International Vice President Anthony DePaulo, International Representative Patricia White, Brother Joe Cuervo and Sister Valerie Gladstone gave a report to the Board on the successful conclusion of negotiations between the Broadway League and the Makeup Artists and Hair Stylists Local 798. The issues were wages and benefits and jurisdiction over makeup and hair designers employed

on Broadway shows. The designers, most of whom are members of Local 798, were never covered by a union contract. President Short made it clear that no agreement would be concluded without jurisdiction over the designers. The League agreed to the jurisdictional proposal and a contract was concluded.

President Short noted this as a report of progress.

CANADA

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville, Barny Haines and Paul Taylor, along with Special Representative Rick Perotto, CLC Delegate Donald K. Ramsden and Canadian Counsel Bernard Fishbein reported to the Board on developments in Canada since the last Board meeting.

International Representative Barny Haines had been assigned to assist Local 63 (Winnipeg) with re-negotiation of the collective agreement with Q1 Production Technologies, which had been delayed because of the employer's financial difficulties. Ultimately, a one-year agreement was reached and has been ratified. Also, the International has assisted the local in its attempt to organize the Manitoba Theatre for Young People. An application for certification had been filed and is being litigated before the Manitoba Labour Board.

International Representative Julia Neville and Assistant to the President Sean McGuire had been assigned to assist Local 118 (Vancouver) in negotiations with the City of Vancouver

covering the Queen Elizabeth, Playhouse and Orpheum Theatres. The negotiations were concluded and a collective agreement with improvements had been ratified.

A renewal of the first collective agreement between Local 129 (Hamilton / Brantford) and the Sanderson Centre for the Performing Arts in Brantford had been successfully negotiated with the assistance of the International.

Local 173 (Projectionists) has Ontario jurisdiction and has contracts in Stratford, London, Hamilton and Ottawa, as well as Toronto. With the decision to merge the local, International Representative Christie Greenlaw assisted the local in negotiating merger agreements not only with Local 58 (Toronto), but also with Locals 105 (London), 357 (Kitchener) and 471 (Ottawa). The membership of the affected locals has now approved the agreements, and subject to the approval of the International President, the merger will be effective July 31, 2008.

Although Local 262 (Montréal), with the assistance of the International, had been successful in organizing the AMC Theatre in the Montréal Forum, negotiations were not proceeding expeditiously and may be headed to first contract arbitration. Equally, notwithstanding substantial assistance from the International, the local's certification application for Scotiabank Cinema (a large multiplex facility operated by Cineplex) was unsuccessful when the local lost the representation election.

A Conservative government was elected in the province of Saskatchewan in 2007, and the

impact of its anti-labour bias was already being felt. Among its first order of business was to fire every Vice-Chair of the Saskatchewan Labour Board and to amend the existing labour legislation on a very anti-labour basis. The International had assisted Local 295 (Regina) in filing an application for certification for a group of production employees for Partners in Motion Picture Inc. on January 18, 2008. Previously, a hearing would be scheduled within 20 days of the application to deal with the employer objections. Only recently has the Board finally scheduled a hearing in October. This unconditional delay may effectively be fatal to the certification process.

With the assistance of International Vice President Tim Magee, Local 580 (Windsor) had supplied stagehands for the preparation and staging of the Red Bull Air Race in June 2008, in front of 750,000 American and Canadian spectators. This was the third leg of a 10-race World Series and the first time a race had taken place on the border of two nations.

Since it has been without a Business Agent the last few months, International Representatives Barny Haines and Julia Neville have been assisting Local 669 (Western Canada Camera) in securing collective agreements including a low-budget Saskatoon-based production called *Rabbit Falls*, which will enhance the local's position in the province. A new Business Agent has been hired who will be assuming full-time duties shortly.

Local 822 (Toronto) had recently concluded negotiations with Live Nation for a collective agreement at the Molson Amphitheatre, one of



Toronto's premier concert venues. After protracted negotiations, a threatened arbitration under the local's municipal-wide collective agreement forced the successful conclusion of an acceptable collective agreement for this venue, which Live Nation had only recently acquired from House of Blues. Notwithstanding the employer's assertion during negotiations that the venue would only generate one or two wardrobe calls a year, eight 13-hour wardrobe calls were crewed by the local in the first four days of the agreement. The local achieved a second organizing victory when a voluntary recognition agreement for wardrobe, hair and makeup artists was signed by the St. Lawrence Centre for the Performing Arts following filing of a certification application with the Ontario Labour Relations Board in June. As well, the local had recently entered into a collective agreement with Dancap, a new and major producer in the Toronto theatre industry, presenting Broadway touring productions. The agreement covers all Dancap production in all venues; some not otherwise covered by agreements with the local.

The International continues to cross swords with the CFTPA, the employer association representing Canadian producers. Although purporting to seek collective agreements with the IATSE or some of its locals, the CFTPA does not actually bind its members to such agreements. This results in those agreements being used merely as starting points for further negotiations by individual CFTPA members who may or may not choose to sign. Accordingly, the IATSE has resisted the CFTPA's overtures to bargain so called agree-

ments with it until there is an organization that will actually bind its members to the agreements negotiated and those agreements confer exclusive jurisdiction to the IATSE throughout Canada. Most recently, the IATSE had resisted such CFTPA overtures both in Saskatchewan and Alberta (where the CFTPA had been lobbying the provincial government to intervene and which, for the time being, has decided not to interfere).

The International had filed an application for certification for stage employees at Casino Niagara in Niagara Falls in March 2007. While a representation vote had been conducted, due to employer objections, the ballot box remained sealed. Although the bargaining unit issues remain outstanding, the Board issued a decision dated July 3, 2008 about the eligibility of certain individuals, which resulted in the Board directing the box being unsealed and the ballots being counted. However, the employer has sought reconsideration of the Board direction and the Board has deferred the counting of the ballots pending its reconsideration determination.

International Vice Presidents Lewis and Petti and CLC Delegate Donald Ramsden attended the 25th Constitutional Convention of the Canadian Labour Congress in Toronto in May 2008 representing the IATSE. There was debate about the competing relevancy and need for financial support between the CLC as the national versus, and the provincial and district labour councils (recognizing the primary legislative labour relations jurisdiction in Canada is provincial and not federal). The CLC Executive Council agreed to study the problem

and present its findings to the next CLC convention in 2011. There will be no increase in CLC per capita for the next three years. The current officers of the CLC were all re-elected by acclamation. Unfortunately, some of the needed debate about collective bargaining, labour law reform and organizing strategies was crowded off the CLC agenda by disproportionate debates about social activism.

The federal government has introduced regulations to the Lobbying Act, which come into effect on July 1, 2008 and which also apply to unions. Essentially, registration and monthly returns will be required if lobbying activities account for 20% or greater of the equivalent of one person's regular work in a month. The monthly return must disclose all "arranged oral communications" with federal public office holders. There are serious penalties for non-compliance and the Canadian Office will closely monitor the information guidelines concerning the interpretation of these guidelines.

International Representative Julia Neville has been assigned to deal with the Winter Olympics, which will be held in Vancouver and Whistler, British Columbia in 2010 and present a tremendous source of work opportunities for IATSE members. Representative Neville will be coordinating her efforts with Local 118, 168, 669 and 891. Meetings are being arranged with broadcasters.

Although not on the scale of the problems in the United States, many Canadian locals are experiencing difficulties in providing supplemental health benefits to their members. The International will be working with Districts 11 and 12 to establish an ad

hoc working group to review the manner in which our locals presently deliver health benefits. A Benefits Consultant has been retained to work with the Committee to develop recommendations to help locals deliver supplemental health benefits on a cost-effective basis.

President Short once again complimented the Canadian Representatives on another report of progress.

RESIGNATION OF CLC DELEGATE DONALD RAMSDEN

At the conclusion of the Canadian report to the Board, Brother Donald Ramsden announced that he was resigning his post as CLC Delegate to which he was elected in 2005. Brother Ramsden expressed his deep appreciation to President Short and the General Executive Board for their support and assistance throughout his run as CLC Delegate.

President Short stated that Brother Ramsden's contributions to the International and his representation of the IATSE as CLC Delegate have been very much appreciated.

APPOINTMENT OF KELLY MOON AS CLC DELEGATE

Upon the resignation of Brother Donald Ramsden, President Short announced that in accordance with the International Constitution he was required to appoint someone to fill the vacancy. President Short recommended that the vacancy be filled with Sister Kelly Moon of Vancouver Local 891. Sister Moon was elected to a three-year term as Senior Steward for the Local and also serves as its Lead Organizer. She was recently appointed to serve as a member of I.A.T.S.E. Diversity Committee and sits on the B.C. Federation of Labour Women's Committee.

The Board approved the appointment of CLC Delegate Kelly Moon and President Short administered to her the oath of office.

COLOSSOVISION AGREEMENT

International Vice President Damian Petti reported on the second national agreement with Colossovision, which had been successfully renegotiated the previous week. The agreement contained improvements in terms and conditions (including

President complimented all those involved in the establishment and negotiation of this agreement as a model for future progress.

AFL-CIO DEPARTMENT FOR PROFESSIONAL EMPLOYEES (DPE)

A number of years ago International President Short decided to re-affiliate with the Department of Professional Employees AFL-CIO ("DPE"). He expressed confidence in

DPE President Paul Almeda as to his being able to effectuate positive change by pushing new legislation and initiatives beneficial to the IATSE.

Two recent examples are the Industry Coordinating Committee that grew out of the last

AFL-CIO convention. The idea here was to –

where practical – have unions employed in a given industry to try and either organize or bargain together for increased strength. The other issue is the workgroup on independent contractors and antitrust.

As to the ICC progress, this has been slow. Other unions, AFTRA, SAG, the musicians and Actors Equity are somewhat wary about this process. We have been eager to move this forward and will continue to move on our own.

The other issue, independent contractor and antitrust, is complex. This



Newly-appointed CLC Delegate Kelly Moon with International President Short.

mandatory contributions to the Canadian Entertainment Industry Retirement Plan). The agreement presented future opportunities, not only for Colossovision to secure work throughout Canada performed under an agreement by IATSE members (which might not otherwise be so performed), but as a template for national agreements in this industry throughout Canada.

International Representative Barny Haines has been assigned to deal with any problems arising out of the administration and implementation of the agreement. The International



issue is also known as misclassification of employees. Two pieces of legislation are in the works, one by Senator Barack Obama that addresses the "Safe Harbor" issue. The other is a bill in the House of Representatives by Robert Andrews of New Jersey and Lynn Woolsey of California that addresses this problem through the Fair Labor Standards Act. It would require an employer to keep records of individuals it pays for services and notify them as to whether the employer classifies them as an employee or an individual contractor. An employer who does not keep the required records or misclassifies an employee as an individual contractor would be subject to civil penalties up to \$10,000 for each employee and an additional \$1,000 for repeat or willful violations.

By misclassifying a worker as an independent contractor, an employer generally saves a minimum of 30%. Workers are forced to pay their own taxes and deprived of virtually all worker protections. The last IRS estimate in 1984 showed that 15% of employers misclassified 3.4 million workers in 1995. A Government Accounting Office estimate showed the current total loss to be \$3-4 billion.

The legislation hopes to resolve this abuse of our members by: increasing penalties on the employer; changing the reporting requirements on the employer; modifying or repealing the Safe Harbor; and having new worker compliance, anti-retaliation, and appeal protection.

GLOBAL SPECTRUM

During the January 2008 General Executive Board Meeting in Orlando, Vice President and Director of Orga-

nizing Daniel Di Tolla and In-House Counsel Samantha Dulaney reported on the then recent NLRB decision in Dana Corporation which represented a sea change in law regarding organizing.

After the January Board Meeting, International Vice Presidents Michael Barnes and Director of Organizing Di Tolla, and Vice Presidents Brian Lawlor and Anthony De Paulo, and Representative Patricia White and In-House Counsel Dulaney discussed strategy. The International negotiated a Stipulated Election Agreement with the Employer, identified the unit, and agreed upon a formula (the NLRB has found that entertainment unions qualify for certain formulas to establish an eligibility list of voters). An eligible list of voters was also agreed upon. After reaching the agreement with Global Spectrum, we contacted Vice President Jack Beckman. Vice President Beckman was the point person in St. Louis at the Chaifetz Arena. An election was held on June 13, 2008. Vice President Beckman informed us that the final results were 18-0 in favor of representation. The Union was certified as the bargaining representative on June 23, 2008.

Vice President Barnes reported on the arena in Glen Falls, N.Y. and fruitful negotiations for a successor agreement. Global Spectrum provides regular employment opportunities to our members. The relationship with this employer continues to be productive and promising.

IATSE/AMPTP – HOLLYWOOD BASIC AGREEMENT

Matthew D. Loeb, International Vice President and Director of Motion Picture and Television Production,

Michael F. Miller, Jr., International Vice President-in-Charge of the West Coast Office, Representatives of the West Coast Studio Locals, and IATSE Counsel presented a report on the status of negotiations between IATSE and AMPTP for a successor Basic Agreement. During the week of April 7, 2008 the parties met at the offices of the AMPTP in Los Angeles. The IATSE proposals concerned wages, benefits and new media issues. The producers raised other issues. Although the parties made progress toward negotiating a successor agreement time ran out due to previously set negotiations between AMPTP and AFTRA. By agreement, our negotiations would not be continued until the pending actors' negotiations could be concluded.

It was reported that much of the discussion concerning benefits was driven by the fact that the Pension Protection Act of 2006 created onerous conditions that must be met by employee defined benefit plans. These conditions made it a great deal more costly to fund and maintain a level of benefits to provide employee health, welfare and pension benefits. The reserve levels that are required to be maintained under the new regulations impact not only the pension fund but because of the relationship between the health plan and pension plan in the Motion Picture Industry Pension and Health Plan, the cost rolls over to the expense of providing health benefits due to the diminished ability to transfer reserves between the plans. This is likely to result in plan design changes in order to continue the level of benefits that IATSE members have enjoyed when work-

ing under the Hollywood Basic Agreement.

President Short pointed out how seriously flawed and anti-union is the Pension Protection Act of 2006 which was sponsored by the Bush Administration.

IATSE CANADIAN RETIREMENT PLAN AGREEMENT WITH THE DIRECTORS GUILD OF CANADA (DGC)

International Vice President and Director of Canadian Affairs John M. Lewis, and International Vice President Damian Petti, IATSE Local 891 Treasurer Frank Haddad (Chair of the Retirement Committee) and Canadian Counsel Bernard Fishbein reported to the Board on these developments.

The success of the IATSE Canadian Retirement Plan since its inception following the 2006 Mid-Winter General Executive Board Meeting in Houston had not gone unnoticed. In December of 2007, the Directors Guild of Canada approached representatives of the IATSE about their interest in participating in the plan. After negotiations in which the IATSE was represented by Vice President Lewis, Retirement Committee Chair Frank Haddad, Retirement Plan Manager Lorraine Allen and Canadian Counsel Bernard Fishbein, an agreement had been reached. A memorandum of agreement and the revised plan text and updated plan rules were presented to the Board. The plan will be renamed the Canadian Entertainment Industry Retirement Plan. The IATSE will remain the sole sponsor of the plan and the International President will appoint three DGC representatives (on the recommendation of the DGC) to the 13-member Retirement Committee and monies generated for the expense

recovery account will continue to be paid to the IATSE to recoup the start-up costs of the Plan.

The DGC has now ratified the agreement. Both DGC Plans will be terminated and their assets transferred to the Plan as of September 1, 2008. President Short moved to approve of the Memorandum of Agreement, which was unanimously ratified by the General Executive Board.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Anthony DePaulo, Brian J. Lawlor, Michael F. Miller, Jr., and John M. Lewis, along with Assistant to the President Sean McGuire and International Representatives Patricia A. White and Ira Alper, reported on the status of the Stagecraft Department.

Broadway grosses are still high but as a result of the labor dispute it did not reach the level of the previous year. New musicals, plays and revivals are being mounted on Broadway. Big hits in terms of ticket sales continued on Broadway, with more opening next season. Foreign tourists continue to make up a great part of the audiences.

The Road has been successful this past year with some shows having multiple touring companies on the road. League touring shows are successful with a large number currently on the road. Modified Pink Contract tours have also been successful this past year.

Hair and Makeup Locals, including Local 798 in New York City, have concluded contracts, most notably with the Broadway League. In St. Louis, Local 805 has filed an NLRB petition at the Fox Theatre.

Wardrobe Locals in Cleveland, Washington, DC, and Toronto continue to be active in organizing and negotiating and maintaining their contracts. Work for wardrobe and hair & makeup members at the local level has increased on traveling road shows while local stagehand employment on such shows is down somewhat because of automation.

Award shows continue to provide much work for IATSE members. A term agreement covers about ten shows a year around the United States.

The Division participated in the INTIX Conference, involving Box Office issues and ticket sales issues. Treasurers and Ticket Sellers Locals have been urged to have more contact with the stagecraft locals in their jurisdiction. The Department has assisted numerous Treasurers locals in their negotiations.

In Canada, training courses have been instituted by the 11th and 12th Districts.

The Department continues to meet with Pink Contract employees, including a meeting at the National Benefit Fund Office in New York City to answer questions and concerns of these members.

IATSE ORGANIZING DEPARTMENT

International Vice President Daniel Di Tolla reported on the status of the Organizing Department. Commencing in November 2007 contracts with Fox Sports Regional Networks in Texas, Arizona and Los Angeles began to expire at intervals of three to four months. In addition, an election to represent the freelance technicians employed by Fox North in



Minneapolis was won. As a result of discussions with the company it has been agreed to enter into negotiations with Fox Sports Regional Network for a national contract. The Organizing Department is coordinating with the Los Angeles Locals, Arizona Local 748, Texas Local 796 and the Minneapolis freelancers to commence the negotiations in Los Angeles in September.

In Birmingham, Alabama, organizing resulted in numerous contracts in the jurisdiction of Local 78. Brother Vladimir Shilkrot of Local 78 spearheaded these organizing drives. Tragically, he was recently killed in a forklift accident. The Board passed the following resolution in appreciation to Vladimir posthumously:

Vladimir Shilkrot Resolution

WHEREAS, Vladimir Shilkrot rendered extraordinary services in support of IATSE organizing; and

WHEREAS, these efforts resulted in the election victories among employees of the Oak Mountain Amphitheater, Red Mountain Productions, and the Alabama Symphony Orchestra; and

WHEREAS, Brother Shilkrot's participation in and support of the collective bargaining process with each employer resulted in the successful negotiation and execution of contracts with all three venues; and

WHEREAS, these contracts represent the only formal contracts within the jurisdiction of Local 78, and

WHEREAS, Brother Shilkrot died in a tragic accident while working at Oak Mountain Amphitheater, and

WHEREAS, Brother Shilkrot is survived by a wife and two small children;

NOW, THEREFORE, BE IT RESOLVED that the IATSE General Executive Board, in an expression of condolences to Brother Shilkrot's family and appreciation for his efforts in support of the labor movement, do hereby donate the sum of \$10,000 to his family.

IATSE TRADE SHOW AND DISPLAY WORK DEPARTMENT

Local 46, Nashville, TN:

International Representative Mark Kiracofe was assigned by President Short in April to represent the International at the negotiations for the area standards contract for general service contractors working in the jurisdiction of Local 46. The employers represented at the table were Freeman, GES and George Fern Co. Their initial proposals sought to institute increased mandatory straight time working hours, especially for break of show days, and also to increase the number of non-bargaining unit employees they could utilize before calling the Local. Those proposals were rejected and an agree-

ment was reached on July 11 which provides referrals a 3% economic increase in each of the three years of the term. New language was agreed upon dictating the minimum standards for Drug and Alcohol testing and reinstatement for each individual employer. Stronger notification language was obtained before employers can exercise the right to employ up to ten non-bargaining unit employees. Other improvements include a reduced time period for New Hires to be eligible to test for Journeyman status and reduction of the call size where the Job Steward becomes administrative only.

The membership of the local ratified the agreement unanimously at the regularly scheduled meeting on July 14 and Representative Kiracofe has informed the employers the rates and conditions will be in effect as of that date. The contracts are being signed by the employers who participated in the negotiations and will be forwarded to the General Office upon their receipt for its approval. The agreement will then be distrib-

uted to the remaining fifteen GSC's who are currently under contract.

While working with Local 46, Representative Kiracofe was informed of nine additional signatories to the EAC agreement reached in December 2007, which brings that total to nineteen employers under that contract.

EXHIBITOR 2008:

The IATSE is participating with other industry professionals supplying goods and services to the tradeshow and corporate event markets at the EXHIBITOR tradeshow held in Las Vegas each year in March.

EXHIBITOR magazine promotes this show annually and attracts over 5,000 meeting and corporate event planners to the conference training and lecture sessions and by assembling nearly 500 entities in the exhibit hall displaying products ranging from promotional items to transportation. The general service contractors and exhibitor-appointed contractors with whom members work every day were the main attraction, promoting the latest in exhibit design and lightweight fabrication, and their most important product: customer service. Emerging technologies in sound reinforcement, lighting, and video presentation and projection were also prevalent on the show floor. The diverse assembly of tradeshow and meeting operations managers provided unique opportunities to network outside the normal negotiating or grievance setting and provided a forum to discuss the current state of the industry and the changes that lie ahead. One subject that was raised repeatedly was the ETCP rigging and electrical certification programs and their effect on who will be the pre-

ferred employees in these crafts. Exhibiting at this show demonstrates to employers the IATSE's commitment to the success of their companies and of the tradeshow industry in general.

Local 838, Salt Lake City, UT:

An investigation into complaints of service failures of agreements by employers utilizing the hiring hall of Local 99 for tradeshow work also revealed a disgruntled membership attempting to make a living in the exhibition industry. These members requested and were granted an Exhibition Employees Charter in October 2005 and began operating the referral hall on December 1. The Local currently consists of 82 members. The Local has affiliated with the CLC and Utah AFL-CIO, and has joined the Salt Lake City Convention and Visitors Bureau and Utah Safety Council. Representative Kiracofe also noted that Brian Faulkner, Local 838 Business Agent, had recently been elected to the office of Vice President of the Salt Lake City CLC. Local 838 has served as a host local for the IATSE District 5 convention. During 2006, wages and benefits exceeded \$3 million paid to the members and referrals, which is a third higher than originally expected. Wages and benefits exceeded \$2.7 million in 2007. Benefits contributions are made to the IATSE National Benefit Funds.

The expansion of the Salt Palace Convention Center ("SPCC") to over 500,000 square feet has attracted more national shows, requiring the need to recruit and train skilled personnel for effective operation. The Division has developed a good working relationship with SPCC manage-

ment and has been allowed use of the facility for job fairs, orientation, and training, as well as local union meetings, for the nominal cost of insuring those events.

Participation in the Safety Council has provided an economical mechanism to certify the Local's own trainers who will instruct and supply industry certifications for forklift and hi-lift operators without having to rely on employers to provide that service. The Local is providing this service with preference to members. Local 838 continues to increase training opportunities through the employer funded Training Trust Fund, by offering industry specific classes on rigging safety and electrical principals. The Trustees have also approved a reimbursement plan for members who further their education and satisfactorily complete the ETCP testing in these crafts. Further, training and certification of Journeymen in I & D and Decorating classifications have begun. The Division is receiving positive feedback from employers for these training efforts and has been able to negotiate preferential referral opportunities and premium rates for certified employees. The Division has also provided stewards training by utilizing resources made available by the Utah Labor Commission in conflict recognition and resolution, proper documentation of complaints, and identifying protected class discrimination.

Negotiations for successor agreements with all tradeshow employers were completed in 2007 with significant gains made in returning conditions to national industry standards



Representatives of the Trade Show and Display Work Department, including Don Gandolini, Director William Gearns, Jr., and Faye Harper, reported on the activities of the Division.



and establishing meaningful benefits contributions.

The Division, with the assistance of the Local's officers, began the process of writing and amending the Local's Constitution and Bylaws this spring and on July 9, the Constitution and Bylaws were unanimously ratified. That document has been forwarded to the General Office for its approval. The Local's job referral procedure is well-established with committee in place to address complaints and violations of the procedure. Local 838 Business Agent Faulkner is aware of the importance of maintaining clear records of employers' requests and documenting his referral process.

Representative Kiracofe recently examined the books and records of the Local and found them to be up-to-date, with financial assets over \$60,000 in the general fund. The Local's Training Trust accounts are also in order with assets of \$22,000.

Representative Kiracofe recommended to the Board that Local 838 be granted its autonomy upon its election of officers.

International Representative and Tradeshow Division Director William Earns reported that Louisville Local

17 was successful in obtaining a term collective bargaining agreement with Allied Brede after the employer installed a tradeshow in April 2008 with a non-union crew. The local handbilled and picketed the show. Ensuing discussions between the International and the employer resulted in the new agreement that will cover Allied Brede shows in August 2008 and thereafter.

Director Earns also reported on the benefits of attending the Exhibition Services and Contractors Association meeting held in June 2008. This meeting was also attended by International Representatives Donald Gandolini and Mark Kiracofe. IATSE locals who do tradeshow work were encouraged to attend this annual event.

International Trustee Faye Harper reported on the negotiation of a new area standard tradeshow agreement in Atlanta, Georgia. The four year agreement provides for a 4% increase in the wage/benefit package each year and a \$2.00 per hour increase in the standard rigger wage rate for all ETCP certified riggers.

Representative Gandolini had issued a complaint against the

George Fern Company for refusing to execute a collective bargaining agreement with the International and Local 17 in Louisville, KY. Apparently, the company is arguing that an agreement upon increase of \$.50/hr should have been \$.5/hr increase. The claim is specious since it was the Company that drafted the CBA and presented it to the Union. A hearing is scheduled for August 6, 2008.

Nth Degree negotiations continue.

The Department provided assistance to Local 834 and Local 46 in their negotiations with GES, Freeman Decoration Services, Sheperd and Champion.

The agreements concluded wage and benefit increases and minimum standards for drug and alcohol testing. They were ratified unanimously. There are nine (9) additional signatories to the Exhibitor Appointed Contractors' agreement, which is currently up to 19 employers.

IATSE NATIONAL BENEFIT FUNDS

In their capacity as Trustees of the IATSE National Benefit Funds, a report was made to the Board by General Secretary-Treasurer James B. Wood, International Vice Presidents

Matthew D. Loeb, Brian J. Lawlor and Daniel E. Di Tolla, Assistant to the President Deborah A. Reid, International Representative Patricia A. White and Local 829 Business Agent John V. McNamee, Jr.

A summary of the Funds' activity since the last Board meeting was reported as follows:

- The Funds' Web site (www.iatsenbf.org) has expanded to allow all Plan Participants to view their individual work history information (reported employer contributions). This includes Plans A & C Health, Pension, Annuity, Vacation and 401(k). This feature helps keep Participants in touch with us and enables them to instantaneously report any missing contributions and assure that they get the benefits they are entitled to.
- The Web site's expansion also includes the ability to allow Health and Welfare Plan C Participants to: 1) view their current CAPP account balance, 2) view any applicable co-payment due for the upcoming quarter, 3) verify that their payment was received and/or 4) view the employer contributions received and applied to the next quarter's coverage. Additionally, Participants can provide dependent and beneficiary information on-line and make coverage changes (downgrade to C3, for example).
- The interactive CAPP web screens allow Participant's to link directly to a payment screen where their co-payment may be made using VISA or MasterCard.
- The Web site now permits all Participants to make address changes

on-line so that benefit information is directed to them timely. They can also indicate a vacation or a temporary on-location address as a secondary contact point.

- An Interactive Voice Response phone system at the Fund Office was initiated this year. By calling the Funds' toll free telephone number (1-800-456-FUND) Participants can hear recent employer contributions made on their behalf as well as hearing their CAPP account balance, applicable co-payment and due date as well as receiving confirmation of payments we received. Like the Web site, this feature is available 24/7.
- The next phase of the Web site, due to be released this Fall, will allow local unions participating with the Funds the ability to view employer contributions made and received by the Funds for work performed in their jurisdiction. This will enable the Locals to make certain that employers are reporting for their members. Additionally, they will be able to request reports that give the detail of the members reported, monies/funds contributed and the related work periods. We will be sending an announcement about this with a PIN for each Local to go on line and enroll those persons in their office that should have secure access to this information.
- The number of enrollees in Health and Welfare Plan C has reached an all time high of over 15,000 active covered Participants. This is largely due to the Trustees' initiatives in instituting a more

affordable Plan C3 and relaxing the re-entry requirements for those whose coverage lapsed due to non-timely payment of any applicable CAPP co-payments.

- Later in 2008 newly re-designed CAPP account statements will be introduced. These new statements are designed to be easily read and understood and are being designed to personalize information and account statuses to each Participant. The statements will include a return coupon/envelope and will go directly to a Bank Lockbox. This will insure more timely crediting of payments and more secure deposit capabilities of the Fund.
- The Annuity/401(k) Fund now enjoys the participation of almost 60,000 enrollees.
- The addition of Pension Plan C has brought the total participation in the Pension Fund to well over 10,000 individuals and growing. This addition insures that many of IATSE members will have a benefit to look forward to upon retirement. It is also important to note that the Fund is fully funded.
- The Funds' biggest milestone, the deployment of its new state of the art computer processing system is scheduled for implementation by the end of 2008 and into the beginning of 2009. This new system will enable the Funds to more aptly service its Participants and Local Unions.
- The Health and Welfare Fund was pleased to have the Local 798 Hair and Makeup Local merge on April 1, 2008.
- The Fund office now houses 70



Trustees of the IATSE National Benefit Funds (from left to right): International Vice President/Co-Division Director, Stagecraft Brian Lawlor, Local 829 Business Agent John V. McNamee, Jr., Assistant to the President Deborah Reid, International Vice President/Division Director, Motion Picture and Television Production Matthew D. Loeb, General Secretary-Treasurer James Wood, International Vice President/Division Director, Organizing Daniel DiTolla and International Representative Patricia White.



employees and is please to report that employer contributions are now being processed with two weeks of their receipt.

At the conclusion of the report, the Trustees presented President Short with a plaque of appreciation for his dedication to the participants of the Funds and his prudent financial stewardship as Co-Chairman of the Board of Trustees. President Short's resignation from that position was effective July 23, 2008.

IATSE - PAC

It was moved, seconded, carried by the General Executive Board to amend the Bylaws of the IATSE-PAC on two items of a housekeeping nature. The Bylaws are amended to reflect these housekeeping changes.

LOCAL NO. 60, PENSACOLA, FL

Re: Trusteeship

In February 2005, under Article Seven, Section 9, President Short assigned former International Representative Falzarano to review the books and records of Local 60. Representative Falzarano's investigation revealed that there were missing records and that payroll was running through the Local's checkbook for both the work the Local did as well as a private business. The Local had also failed to renegotiate its only collective bargaining agreement (SMG Pensacola Civic Center) for two consecutive years.

In October 2005, the Local's charter was suspended and Representative Falzarano was appointed Trustee. Representative Adams was subsequently appointed Co-Trustee in January 2006.

There is an ongoing Department of Labor investigation of two of the former officers of the Local.

In May 2008, we successfully negotiated a new agreement with SMG. The agreement includes substantial increases in wages, especially at the bottom end of the scale.

During this time, Representative Adams assisted Local 60 members with the drafting of referral hall rules and a new Constitution and Bylaws, which were approved by the International President. We also recently held elections and a slate of officers has been "in-training" to assume leadership when the Local has its autonomy restored. Therefore, Representative Adams recommended that their charter be restored.

LOCAL NO. 142, MOBILE, AL

International Vice President Brian J. Lawlor and International Representative Scott Haskell gave a report in the status of Local 142 which has been in Trusteeship for some time. Efforts are being made to rectify the issues that lead to the Trusteeship. The board voted to continue the Trusteeship pending a further report to the Board on the status of the Local.

LOCAL NO. 158, FRESNO, CA

Re: SMG

International Representative Robert Trombetta reported on developments.

Local 158 is a mixed Local in Fresno, California, and SMG is the main employer. This employer is in two venues: one at the College Campus, and the other at The Fresno Convention Center. First-time contracts have been negotiated with SMG at each of the venues and are out for ratification. Both are five-year agreements and contain wage and condition improvements over the life of the contract. The Local's members are

now covered by the IATSE National Health Plan. This will continue to be a work in progress.

LOCAL NO. 224, WASHINGTON, DC

Re: Trusteeship

On October 5, 2007, trusteeship was imposed upon Local 224 by the International and International Vice President J. Walter Cahill was appointed Trustee.

Subsequently, Brother Clarence Crews, a member of the Local, filed a claim alleging that payment was due for officer salaries, and the IATSE filed a counterclaim alleging that Crews owed unpaid referral fees. Both parties have agreed to withdraw their respective claims with prejudice, and the IATSE agrees that Crews will be considered a member in good financial standing as of the date of the agreement.

Ellen Boardman, legal counsel of O'Donoghue & O'Donoghue, and Vice President Cahill capably represented the Local and were commended for their efforts.

LOCAL NO. 295, SASKATCHEWAN, SK SCIENCE CENTRE CONTRACT (IMAX) / GRAIN SERVICES CONTRACT / CONEXUS ARTS CENTRE

International Representative Barney Haines reported on a number of assignments to assist Local 295 in Regina, Saskatchewan. Notwithstanding the failure of the local to give timely notice to bargain, International Representative Haines convinced the Science Centre to renegotiate the local's collective agreement. The negotiations are now concluded and the agreement has been ratified, with significant improvements.

Equally, a new collective agree-

ment has now been reached and ratified for the Conexus Arts Centre, the premiere theatre in the local's jurisdiction. The negotiations had been particularly problematic because previously the local had agreed to "red circle" many positions pending a pay equity study. Ultimately, the red circling was ended, the red circled categories given significant retroactive increases and other improvements achieved.

Lastly, International Representative Haines reported on the successful renegotiation of the collective agreement with the Grain Services Union (representing the local's staff). President Short complimented International Representative Haines for his efforts, which had "rescued" the local from difficult circumstances.

LOCAL NO. 322, CHARLOTTE, NC

International Vice President J. Walter Cahill reported on his assignment to assist Local 322 in its negotiation with the Blumenthal Center. A new General Manager was hired by the company, who had previously worked under Pink Contracts. This improved the relationship with the Local. The facility was renovated recently, including a new 1,200-seat theater. This theater was available for Local 322 representation, but a smaller 100-seat theater will be serviced by an existing house maintenance crew. The new contract is a four-year term with substantial wage and benefit improvements.

LOCAL NO. 347, COLUMBIA, SC

Re: Trusteeship

International Vice President Brian J. Lawlor and International Representative Scott Haskell reported on the status of the trusteeship of Local 347 Columbia, SC. Representative Haskell, acting as Trustee, advised the Board

that the grounds upon which autonomy was suspended have been rectified and the Local is drafting a Constitution. The Board voted to return autonomy effective October 1, 2008 after the Constitution is approved and an election is held.

LOCAL NO. 471, OTTAWA, ON GREAT CANADIAN THEATRE COMPANY (GCTC) CITY OF KINGSTON AND CUPE

Assistant to the President Sean McGuire reported to the General Executive Board on a number of assignments with respect to Local 471 (Ottawa / Kingston). Unfortunately, after negotiations, Local 471 found itself in a strike position with the Great Canadian Theatre Company. With the assistance of the International, a new collective agreement was reached, which not only achieved significant improvements but also incorporated for the first time into the GCTC agreement many of the protective provisions that were in the local's other theatre agreements.

The City of Kingston advised the Local that, in its view, as a result of municipal restructuring, the local's bargaining rights for the Grand Theatre in Kingston were now subsumed by the City's other bargaining rights with the Canadian Union of Public Employees (CUPE). The Local immediately filed unfair labour practice complaints against the City and CUPE at the Ontario Labour Relations Board. More significantly, the Local also filed an application for certification for all of the stage employees of the City. As a result, after mediation, the dispute was resolved with an agreement confirming the bargaining rights of Local 471 and defining the jurisdictional lines

between the local and CUPE. The City and the local are now negotiating the renewal of the collective agreement.

LOCAL NO. 514, PROVINCE OF QUEBEC

Re: FADA

International Vice President and Director of Canadian Affairs John Lewis, Assistant to the President Sean McGuire and Local 514 Business Agent Michel Charron reported to the Board on FADA Construction. FADA is a set construction company in Quebec which had been originally organized by IATSE Local 262, a front of house and projectionists Local in Quebec. Subsequently, Local 514 was chartered and flourished in Quebec. As well, Local 514 had organized the other major set construction companies in Quebec. As a result the International President determined that the greater community of interest of FADA employees lay with the other set construction employees represented by Local 514 and directed the orderly transfer of bargaining rights between the two Locals. Because the Quebec Labour Code does not provide for voluntary transfer of bargaining rights, with the support of all involved, Local 514 filed a certification application to displace Local 262 and a certificate was issued in May 2008. A collective agreement has now been finalized as well. As a result all major set construction in the province of Quebec is now being performed under the jurisdiction of IATSE collective agreements and this is true even for productions not covered by IATSE collective agreements.

LOCALS NO. 514, PROVINCE OF QUEBEC, AND 667, TORONTO, ON.

Re: Bill 90 Legislation

International Vice President and



Director of Canadian Affairs John Lewis, Local 514 Business Agent Michel Charron, Local 667 President Ciaran Copelin, Business Agent Richard Perotto and Business Manager Christian Lemay reported to the Board.

In May, after nearly two years of intervention by the Quebec provincial government, an agreement was reached between the IATSE and the rival Quebec union, AQTIS, to recognize the IATSE in legislation and outline the basis of restoring labour peace in the industry in Quebec. The essence of the agreement was incorporated in Bill 90 which was introduced in the Quebec National Assembly. The legislation would end the jurisdiction of the Status of the Artist Commission in the motion picture industry which would now be regulated by the Quebec Labour Board and would determine the line separating the jurisdiction of IATSE and AQTIS regarding production. Essentially all U.S. productions produced and financed by the studios and affiliated companies would fall under IATSE jurisdiction as well as U.S. independent production over a certain budget level. There would be a common health plan for technicians and a single training agency to administer the training tax.

However, in the face of unexpected opposition from the music video and commercial industries (or the basis the legislation would expand the jurisdiction of AQTIS beyond what was conferred by the Status of the Artist Legislation), the government withdrew the proposed bill. The government was now proposing new legislation virtually identical to the former legislation except the budget levels had been dramatically

raised to increase AQTIS jurisdiction. The IATSE has strongly communicated that it will not accept these new figures. As well the studios have now become involved in the mediation process and also indicated that the new proposed budget figures are problematic. It remains to be seen whether the government will introduce the legislation. Meanwhile Locals 514 and 667 are taking the position that there was an agreement signed in May and are prepared to honor it. To that end the Locals are taking steps to implement the single health plan.

LOCAL NO. 558, DAYTONA, FL

Vice President Lawlor, Division Director Bill Gearns and International Representative Adams reported on the documentation of the Books and Records of IATSE Local No. 558. The Board recommended a merger of Local 558 into Local 631 for stage members and Local 835 for trade show members.

About 40 new members joined either Local 631 or Local 835 in the Daytona area. Local 835 in particular will see an increase in employment opportunities in Daytona area by virtue of the planned construction of additional trade show space.

LOCAL 600 ELECTION APPEALS

Local 600 held officer elections on May 11, 2007. Local members Paul Ferrazzi, Michael Frediani, David Garden, William Roberts, Kristin Glover, Douglas Hart, and Tony Magalleta filed election protests/appeals with the Department of Labor ("DOL") using the appeals procedure set forth in the International Constitution.

When we reported on the appeals

to the GEB in Orlando, the DOL had not issued an opinion. Since the meeting in January, the DOL issued a decision dismissing the complaint. Specifically, the DOL held that there were no violations of the Landrum-Griffin Act that may have affected the outcome of the election. President Short complimented the officers of Local 600, including Bruce Doering, National Executive Director, and Brother Alan Gitlin, National Secretary-Treasurer of Local 600, for having conducted a thorough investigation into the protests. He recounted that it was the most detailed election investigation he had seen in all his years as International President. Doering and Gitlin stated that the election and appeals had cost the Local \$150,000 but that that amount was well worth running what they always knew to be a lawful election. They remarked that the DOL's ruling came after a lengthy investigation. The Local continues to progress.

LOCAL NO. 665, HONOLULU, HI

Re: Jurisdiction

Local 665 President Alan Omo and Business Representative Donovan Ahuna appeared by their request before the General Executive Board regarding the move of their office and asked for confirmation that the Local's jurisdiction is in fact the State of Hawaii. President Short confirmed that it is clear that Local 665's jurisdiction includes the entire State of Hawaii.

LOCAL NO. 700, NATIONAL EDITORS LOCAL (U.S.)

Re: Foley Artists

Special Representative Ronald G. Kutak and West Coast Counsel James G. Varga reported to the Board on the recognition of Foley Artists by the

AMPTP. Recognition was granted during the Basic Agreement negotiations in 2006. Subsequent to the granting of recognition a number of unfair labor practices had been filed. It was reported during the General Executive Board meeting held in New Orleans in February 2007, that the unfair labor practices were dismissed by the National Labor Relations Board. The only matter then outstanding was a pending decertification petition. It was reported that the decertification petition was withdrawn in January 2008. There are now more than fifty IATSE members working in the Foley Artist classification and they are represented by the Editors' Guild, IATSE Local 700.

RETIREMENT OF GENERAL COUNSEL STEVEN B. SPIVAK

General Counsel Steven B. Spivak addressed the Board and announced his plans to retire his position as IATSE General Counsel after a number of years, succeeding his father Harold P. Spivak who had served as IATSE General Counsel for over fifty years.

In an emotional speech, Steve referred to the International as his "mistress" for so many years and that his family was always quite understanding of the time he was required to spend with his "mistress".

He stated that he would miss his work for the International but it was time he spend more time with his family and enjoy his retirement years.

President Short and the Board expressed their deepest appreciation to Steve for his long tenure as General Counsel and wished him and his family the very best in the future.

APPOINTMENT OF GENERAL COUNSEL DALE W. SHORT

With a vacancy in the position of



General Counsel Steve Spivak humbly announced his retirement at the San Diego Board Meeting. President Short (left) and the entire room gave him a standing ovation.

General Counsel for the International, and in accordance with the International Constitution, President Short advised the Board of his recommendation to appoint Dale W. Short as IATSE General Counsel to be effective July 30, 2008.

Regularly moved by Vice President Loeb and seconded by Vice President Thom Davis to accept the recommendation and have a retainer on similar terms to those that were in

effect for the previous General Counsel. It was unanimously carried by the Board.

Dale Short has served as the International's mid-West Counsel for a number of years and has worked in a number of areas throughout his tenure and has a firsthand understanding of the employment practices in our industry as well as the internal structure of the IATSE.

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

International Representative Robert Trombetta reported that in 2007 he was assigned by President Short to investigate the potential for voluntary merger of Locals 614 and 707. Local 614 is located in San Bernardino, California and Local 707 is located in Palm Desert, California in Riverside County. During the course of this investigation it was discovered that certain improprieties had occurred within the administration of Local 707 as a result a hearing pursuant the IATSE Constitution and Bylaws, Article Seven Section 16, on



Newly-appointed General Counsel Dale Short.



the subject of Trusteeship. On March 28, 2008 Local 707 was placed in Trusteeship and International Representative Robert Trombetta was assigned as Trustee. With assistance of International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr. and International Representative William E. Gearns, Director of Trade Shows Donald Gandolini, Jr., International Representatives Mark Kiracofe and Ron Garcia and Special Representative Joseph Short several new venues were organized under the IATSE National Trust Funds. Initial collective bargaining agreements were reached, including venues in trade show Palm Springs Convention and Swank Audio Visual and legitimate theatre. There are now seven new agreements where IATSE Local 707 members are employed.

President Short pointed out the great opportunities and concurrent need to organize in this area as of Southern California. This includes trade show work, legitimate theatre and motion picture production. There is a real need to develop a quality workforce to service the potential for a great deal of potential IATSE serviced work.

LOCAL NO. 720, LAS VEGAS, NV

Local 720 President Dan'l Cook, corresponding Secretary-Treasurer Ron Poveromo, Business Representative John Hanson and West Coast Counsel James G. Varga reported on the status of the organizing of Blue Man Vegas. This is the Las Vegas production of the Blue Man Group. An election was conducted by the NLRB in May 2006 following a RC petition filed by IATSE Local 720. The election was won by a vote of 20-14 in favor of the employees being represented by Local 720. Thereafter, Blue Man Vegas refused to

bargain with the Union. Local 720 responded by filing unfair labor practices alleging a violation of Section 8(a)(5) of the NLRA. A complaint was issued and following a trial and favorable decision by the ALJ the Board affirmed the decision and ordered the Blue Man Group to negotiate. Instead of negotiating the employer appealed the Board's decision to the District of Columbia Circuit Court of Appeals. In June 2008 the District of Columbia Circuit Court of Appeals affirmed the decision of the Board.

LOCAL NO. 835, ORLANDO, FL

Re: Organizing the GES Warehouse

International Representative and Tradeshow Division Director William Gearns reported on organizing efforts in Orlando, FL along with Orlando Local 835 representatives Richard Vales, Business Representative; Herman Dagner, President; and James Lutzow, Executive Board Chair. The Local has an ongoing effort to organize employees of GES Exposition Services who work in the warehouse and who do on-site freight. These employees are currently represented by the Carpenters Union. Also intervening to get on the election ballot are the Painters Union and the Teamsters Union. All parties are currently waiting on legal issues to be resolved by the NLRB before proceeding with the election.

LOCAL NO. 838, SALT LAKE CITY, UT

Division Director of Trade Show & Display William E. Gearns, Jr., International Representatives Donald Gandolini, Jr., Mark Kiracofe and Brother Brian Faulkner of Local 838 reported on the status of Local 838, which was chartered to facilitate the filling of trade show calls in Salt Lake City.

Local 838 continues to offer training sessions and appropriate certifications for members. This has increased referral opportunities for members.

Contracts with trade show employers have all been renegotiated and meet or exceed area standards.

The job referral system has been refined and is running smoothly.

The Local is solvent and all its books and records are in order. A new constitution has been adopted and approved by President Short.

President Short expressed his appreciation for the efforts of Brother Faulkner in making this a viable local union and the Board voted to grant the Local full autonomy after local elections are held. President Short also stated that the International will continue to monitor the Local.

LOCAL NO. 891, VANCOUVER, BC EXTRAS CASTING & VISUAL EFFECTS RECOGNITION

International Vice President and Director of Canadian Affairs John M. Lewis, and International Representative Julia Neville, along with Local 891 President Ken Anderson, Treasurer Frank Haddad, Senior Steward Kelly Moon and Organizer Dusty Kelly reported to the Board on the aggressive organizing efforts of Local 891, which has resulted in over 700 individuals being brought into membership over the last year.

In particular, a group of extras casting directors and extras wranglers and assistants, previously unrepresented, have been brought together and the local is seeking voluntary recognition of this department and its inclusion in the BC Master Agreement. In April, the Directors Guild of Canada (BC Council) for the first time asserted jurisdiction over these indi-

viduals, notwithstanding that they had been previously unrepresented and that the DGC neither asserted any representational claim previously, nor had any categories for them in their collective agreements. Informal meetings between the DGC and Local 891 have failed to resolve this dispute, but it will not deter the local from establishing formal representational rights for these employees under IATSE jurisdiction.

After approximately a two-year effort (originally commencing with an application for certification on Battlestar Galactica, a Universal television series filmed in Vancouver), visual effects artists and technicians are now formally recognized as represented by Local 891 under the BC Master Agreement. The AMPTP and Local 891 recently signed a Visual Effects Letter of Adherence providing for rate increases, benefits and many terms and conditions of the BC Master Agreement for these employees. Although Canadian producers have not yet signed the Visual Effects Letter of Adherence, this represents a substantial achievement for the ongoing organizing efforts of Local 891.

President Short noted this as a report of significant progress.

LOCAL NO. B-173, TORONTO/ HAMILTON, ON

Re: Trusteeship

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Paul Taylor reported on the trusteeship of Local B-173, a front-of-house local in Toronto and Hamilton, Ontario. As reported previously, trusteeship had been imposed in August 2007 and International Repre-

sentative Christie Greenlaw had been appointed trustee. During the trusteeship, three of the local's agreements had been renegotiated; the Technicolor distribution facility, the Sony Centre (formerly the Hummingbird Centre), and Mirvish Enterprises (covering the Royal Alexandra and Princess of Wales Theatres). As well, the local had successfully filed a certification application for front desk clerks at Hamilton Entertainment Facilities Inc., where the local already represented a front-of-house unit. Negotiations for a collective agreement had proceeded at a very slow pace, but with the timely assistance of Local 129 (which represented the stagehands at the facility and was also negotiating its collective agreement at the time) an addendum to the existing collective agreement covering these desk clerks was reached and recently ratified.

The internal record keeping of the local was inadequate at the time of the imposition of trusteeship, but great strides have been made in updating the records and bringing items into order. Stewards have been appointed in all of the venues. The local's constitution is being updated and revised and should be completed shortly. International Representative Paul Taylor has been appointed to succeed Representative Greenlaw as trustee. As Ontario law requires approval of the Labour Board for extension of a trusteeship beyond one year, preparations for such approval are being made. It is hoped that the local would be returned to autonomy by the end of the calendar year.

LOCAL NO. B-751, NEW YORK, NY

International Vice President Daniel E. Mahoney gave a report to

the Board on the status of the Trusteeship of Local B-751, New York, NY. Representative Mahoney serves as Trustee of the Local.

Local B-751 has resolved numerous state and federal tax issues as well as Department of Labor reporting form issues. The Local is currently solvent for the first time in years. The Local has 169 members. The Local won an NLRB election at Lincoln Center and negotiations are underway.

Representative Mahoney advised the Board that autonomy can be restored. The Board voted to restore autonomy effective September 1, 2008.

LOCAL NO. 285, NORFOLK, VA

Re: LIVENATION

International Vice President Walter J. Cahill reported in his assignment to assist Local 285 at the Virginia Beach Amphitheatre. The relationship was strained but a contract was obtained with Live Nation through Vice President Cahill's contacts. The only promise being that the International had to be the signatory union.

The Local refers all employees to the facility and the contract has been concluded with Live Nation the operator of the venue.

MERGER OF IATSE LOCAL NOS. 790, 800 AND 847, LOS ANGELES, CA

It was reported that the merger of Local 790 and Local 847 into Local 800 became effective on July 1, 2008. The matter is currently the subject of litigation in the federal court and is the subject of investigation at Region 31 of the National Labor Relations Board.



MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

It was reported that as of December 2007 both the Pension and Health Plans were in solid financial condition with each having healthy reserves. The twelve-year period from 1996 through 2007 had the largest benefit increases in plan history which on a compounded basis totaled 84%.

The investment returns of the Plans have averaged 8.1% annually over the last 10 years and 9.9% annually over the past 20 years. It was reported that these figures exceed all major indexes and have outperformed the other West Coast plans.

During the period of 1996-2007 the Individual Account Plan grew from \$308 million to \$2.2 billion. This growth was a product of investment income of \$980 million, negotiated allocation of health reserves during 1997-2001 totaling \$336 million and the balance coming from negotiated contribution increases beginning at 1% in 1997 and increasing to 6% in August 2008.

The mergers of Locals 644, 666, 700, 52 and 161 into the Plans has afforded those members to enjoy some of the best coverage available.

Looking forward there will be serious financial pressure on the Plans from a variety of sources. First discussed was health care cost inflation which during the period of 1996-2007 averaged over 15% per year. The Plan's revenues have been growing at 3% per year.

Other pressures on the Plans include:

- 1) Hours worked are down and have been adversely impacted by the WGA strike.

- 2) Funds from residuals flow into the Pension first with the excess into Health. The growth of this revenue has flattened.

- 3) The Pension Protection Act has raised the actuarial standards for funding of the Pension Plan.

- 4) Trends in production and programming have reduced working hours.

The confluence of the above events will put extreme pressure on the Benefit Plans. The Union side representatives to the Plans have taken active and aggressive involvement in the operation to insure that they are being operated as efficiently as possible.

FREELANCE BROADCASTING EMPLOYEES LOS ANGELES AREA

International Vice President Daniel E. Di Tolla and International Representative Sandra England appeared before the Board to report on a group of freelance broadcast employees in the Los Angeles area who expressed an interest in representation by the IATSE.



International Vice President/Director of Canadian Affairs John M. Lewis (center) reported on the matter of PS & William White-Organizing, with Senior Steward Kelly Moon and Treasurer Frank Haddad of Local 891.

PS & WILLIAM F. WHITE ORGANIZING

International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Julia Neville, and representatives of Local 891, including President Ken Anderson, Treasurer Frank Haddad, Senior Steward Kelly Moon and Organizer Dusty Kelly reported to the Board on this matter.

Local 891 had been organizing both inside and outside its traditional jurisdiction in the Vancouver area. William F. White is the largest equipment rental shop in Canada with outlets in Vancouver and many other Canadian centres. Local 891 had made an earlier unsuccessful certification application for Whites in Vancouver. An unfair labour practice had been filed when Whites had terminated 16 employees during that earlier application and which had been settled. Local 891 filed a second certification application in February 2008 relying on the inclusion of the 16 employees pursuant to the unfair labour practice settlement. The employer objected to their inclusion and the British Columbia Labour Rela-

tions Board in a decision in May 2008 upheld the employer's objection. As a result the Local had insufficient support to have the ballots counted. The Local has determined further appeal of this ruling would not be fruitful.

Notwithstanding this set back the International is now coordinating organizing efforts, both for Whites and P.S. (the second largest equipment rental shop in Canada), not only in the Vancouver area but throughout Canada. President Short encouraged continued organizing and the filing of further applications for certification throughout Canada and assured the support of the International for such efforts.

PIRACY

International Vice Presidents J. Walter Cahill and John M. Lewis, Assistant to the President Deborah Reid and International Representative Daniel Mahoney reported on the meeting with members of Congress regarding the losses of billions of dollars because of piracy in Russia and China in particular. The latest theatrical releases are illegally copied and available in China and Russia within days of its U.S. release.

In Canada it has been made a crime punishable by 2 to 5 years in prison to private product under copyright.

New York City enacted new measures and staff to investigate and prosecute piracy. The State of New York also passed legislation to combat piracy.

POPEJOY THEATER

International Representative Donald Gandolini, Jr., gave a report to the Board on Local 423, Stage Services, on payroll service and the Popejoy Theater at the University of New

Mexico. Stage Services was declared unfair and some Local 423 members ignored the order and were expelled from Local 423. Charges were also pending against some of those same individuals before Local 480.

Currently at the Popejoy Theater, it has been determined that a request for proposals will be issued to solicit bids to service the Popejoy. Representative Gandolini will monitor the situation to determine which company is awarded the right to service the Popejoy.

RACHAEL RAY SHOW AGREEMENT

International Vice President Daniel E. Di Tolla, Director of Organizing, reported on the organizing campaign for employees of the Rachael Ray Show, a morning talk show produced by King World Productions. The IATSE collected authorization cards from the employees in an appropriate unit and then demanded recognition based on its majority showing.

With assistance from President Short and Vice President Matthew D. Loeb, Director of Motion Picture & Television Production, an initial contract was negotiated that became an addendum to the Videotape Supplemental Agreement. The employees were inducted into Locals 52, 100, 600 and 700 based on their respective crafts.

President Short noted this as a report of progress.

2008 PRESIDENTIAL DEBATES

International Vice President Brian J. Lawlor reported on the negotiation with John Hullerman & Associates covering the 2008 Presidential Debates. This is the third agreement with this company. It provides substantial work for our locals in areas where the

debates are held. The Pink Contract employees also travel with this company during the campaign period.

RIVERDANCE and LOCAL NO. 500, STATE OF FLORIDA / KRAVIS CENTER

Vice Presidents and Co-Division Directors Anthony DePaulo and Brian J. Lawlor gave a report to the Board on the production of Riverdance at the Kravis Center. Local 500 has a longstanding dispute with the Kravis Center. Riverdance was scheduled to perform in the Kravis Center. Local 500 sought to picket Kravis. This was determined to be a purely local matter and the Local set up pickets and the Pink Contract employees honored the Local's pickets.

Riverdance eventually dealt directly with Local 500 and concluded an agreement for the one show. Unfortunately, this left the Pink Contract employees out of salary, but this was made up by the International. It also removed any leverage Local 500 had with the Kravis Center. Although the International had no involvement in the matter, the actions of Local 500 were puzzling to say the least.

SAN DIEGO CONVENTION CENTER AND LOCAL NO. 122

Division Director of Trade Show and Display, William E. Gears, Jr. and Brother Carlos Cota, Local 122 Business Agent, reported on a jurisdictional dispute with the Painters Union over rigging at the San Diego Convention Center. The contractor was being changed so that a Painters Local from Los Angeles would have jurisdiction to replace IATSE Local 122 at the Convention Center. Through the intervention of the International, the National Painters Union



agreed to share jurisdiction with Local 122 at the Convention Center in a manner that actually provides expanded work opportunities for Local 122.

SECTION 41 – INDUSTRIAL REVIEW

International Vice President and Director of Canadian Affairs John M. Lewis reported to the Board on this matter.

On February 4, 2008, in response to requests from both the American and Canadian employer groups, the British Columbia Labour Relations Board commenced a review of the British Columbia film industry pursuant to Section 41 of the BC Labour Code. The earlier review in 1995 had resulted in the establishment of the BC Council of Film Unions (consisting of IATSE Locals 669 and 891 and Teamsters Local 155) with exclusive jurisdiction over projects in excess of 4 million dollars.

Concerns about stability in the BC film industry prompted this review, particularly concerns about labour disruption by unions (and particularly the UBCP – the actors' union in BC) which were not part of the Film Council and concerns about Film Council certification applications for projects outside of its exclusive jurisdiction (whether non-union or signatory to voluntary recognition agreements with the rival union, ACFC).

The BC government, in announcing the Section 41 review, indicated it would take place in three phases:

- 1) Expansion of the Film Council to include the UBCP and the Directors Guild of Canada
- 2) Creation of a new Master Agreement to address the expanded Council

- 3) Non-exclusive jurisdiction representation rights.

The BC Labour Board had been conducting informal meetings with the various stakeholders, including the International.

In a preliminary decision, dated June 3, 2008 the Board indicated it wished to proceed on the basis of consensus and requested the informal process continue as long as possible. It also refined the list of issues:

- 1) The bargaining tactics of the UBCP – the Board indicated there may be ways to resolve these concerns other than inclusion in the Film Council.
- 2) The collective bargaining approach of the CFTPA (Canadian Film & Television Production Association) – the Board signalled concerns with the practice of the Canadian producers (the CFTPA) not to bind their members to the Master Agreement despite participation in the bargaining, then using the “low budget” tiers to “shop” the agreement with the ACFC.
- 3) The line between exclusive and non-exclusive jurisdiction – notwithstanding the exclusive jurisdiction of the Film Council, 80% of the production done by Council members is still in the non-exclusive jurisdiction. Possible creation of an exclusive jurisdiction for ACFC (in the previously non-exclusive jurisdiction) or restrictions on the ability of Film Council members to organize in the non-exclusive jurisdiction (including productions that sign voluntary recognition agreements with ACFC), are extremely problematic.

Originally, the Section 41 Review was to be completed prior to the commencement of

bargaining for the renewal of the Film Council Master Agreement in the fall of 2008. That may be unrealistic if the Board continues its informal process in an attempt to achieve consensus, but that is all dependent on the actions of the BC government, which in the past has not been slow to react to the demands of the American studios. President Short indicated the International would continue to participate in the review to protect the best interests of the IATSE and its members.

“SIT DOWN/SHUT UP” SONY WGA

International Vice President and Division Director of Motion Picture and Television Production, Matthew D. Loeb, and International Vice President-in-Charge of West Coast Office, Michael F. Miller, Jr., reported on recent developments involving SONY. Vice President Miller reported that he received a telephone call from a labor relations representative during which he was advised that SONY was considering sub-contracting production of an animated series called “Sit Down and Shut Up.” The show is currently produced by a SONY affiliate named Adelaide Productions. Adelaide has been signatory to an IATSE Local 839 contract for many years. Despite the contract covering all craft work including writing for the animation series, SONY was contemplating sub-contracting out work to a company called “Rough Draft.” When he was advised of this development President Short spoke to the head of labor relations at SONY to make it clear that this pro-

posed plan was seen as a way to circumvent the IATSE contract and to turn the work over to WGA jurisdiction. Ultimately, SONY backed off this ill-advised strategy and the project was covered under the existing IATSE contract.

This is another example of the need of the IATSE to continuously police its jurisdiction including the need for members to call in to their Locals when they are working on production jobs.

UNION SAVINGS BENEFIT PROGRAMS

International Vice Presidents John M. Lewis and Damian Petti reported to the Board. There previously had been no membership affiliation savings program available to Canadian IATSE members (who were ineligible for the program available to U.S. IATSE members). As a result of the work and research of Krista Hurdon, the IATSE Canadian Office Operations Manager, an agreement has now been entered into with Union Savings, offering Canadian IATSE members savings on MasterCard, insurance (accident, long term care, critical illness, home and auto), cell phones and real estate/mortgage consultant services. The program has been a great success with more IATSE members becoming registered than any other union affiliated program in the first few months.

WEST COAST OFFICE

International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr., International Representatives Lyle Trachtenberg, Steve Aredas, Gavin Koon, Robert Trombetta, Ron Garcia and West Coast Counsel James G. Varga

appeared before the Board to give the West Coast Office report. Vice President Miller reported that the West Coast Office staff was recently increased by one clerical position to compliment the workload. This was part of a broader restructuring of the office for a more efficient utilization or resources. The West Coast Office is not exclusive to any particular crafts of the IATSE. International Representatives deal with all crafts, while each has certain areas of developed expertise, and in fact represents the IATSE and deals with issues arising in all the crafts represented by the Unions. Recent activities include successful negotiation with the Academy of Motion Picture Arts and Sciences and Fox Sports International. Several of the International Representatives are involved in charity work including the Motion Picture Television Fund and the Wounded Marine Careers Foundation. Five of the International Representatives are delegates to various labor affiliations in the Southern California and statewide organizations.

The West Coast Office building includes tenancies with The Will Rogers Foundation and AT&T. This brings approximately \$100,000 per year in income to the IATSE, which helps to offset operating expenses of the West Coast Office.

At the conclusion of the report, Vice President Miller made a motion, which was unanimously carried by the General Executive Board, to rename the “West Coast Office” building as the “Thomas C. Short Building”.

WILL ROGERS MEMORIAL FUND LEASE

International Vice President-in-Charge of the West Coast Office

Michael F. Miller, Jr. and International Representative Gavin Koon reported on the Will Rogers Memorial Fund, which is a tenant in the IATSE West Coast Office building. The current lease term expired on June 30, 2008. Following successful negotiations, favorable terms were reached and the parties entered into a new five-year lease. The Will Rogers Memorial Fund occupies the third floor of the IATSE West Coast Office building in Toluca Lake, California.

President Short stated that the IATSE has had a longstanding relationship with the Will Rogers Memorial Fund and the lease negotiated is a reflection of the important work performed by this charitable organization.

RETIREMENT OF INTERNATIONAL PRESIDENT THOMAS C. SHORT

After 40 years of active IATSE involvement, 21 of those years as an elected official, President Thomas C. Short submitted his letter of resignation to General Secretary-Treasurer James B. Wood. President Short stated that this decision was not health related or politically motivated. He praised the quality and commitment of the current representatives and stated his profound confidence in them. His decision was based simply on the fact that there is a great deal in life that he desires to experience and enjoy and the time had come to do so.

On his many achievements, he felt that the one, which is most important, is the quality of the General Executive Board, which he described as the finest in the history of the International. President Short described himself as “the luckiest



man alive. We have turned around the I.A. and it has been the collaborative effort of all members.”

In attendance was his son, Joe, and surprise guests, his two daughters, Tammy and Tracey who was accompanied by her husband, Mark.

On behalf of the General Executive Board, General Secretary-Treasurer Wood presented President Short with a Steuben Glass crystal lion with the inscription: “The I.A.T.S.E. General Executive Board wishes to recognize International President Thomas C. Short for his courage, dedication and unrivaled achievements.” He stated the bond and loyalty between President Short and the members of the General Executive Board was mutual.

At the time of President Short’s announcement, the Directors Guild of America (DGA) was represented at the Board meeting by National Executive Director Jay Roth, President Michael Apted and Academy Awards Director Gil Cates. President Apted stated that President Short was going out at the top of his game and trade unionism was in his ilk, his blood. He admitted that with his English reserve, President Short’s decisive and straightforward manner occasionally somewhat unnerved him. He said President Short knew how to make things happen and had made the IA the powerhouse of the industry. He praised the alliance between his Guild and the IA and closed with “We will miss your colorful, irreplaceable personality. Good luck, may life be good.”

Gil Cates commented on President Short’s steadfast honesty and courage, the special relationship between the IA and DGA and of loyalty.

AFTRA was also represented at the meeting by its National Executive Director Kim Hedgpath-Roberts who read a letter from AFTRA President Roberta Reardon. Kim conveyed their thanks and appreciation and complimented President Short as a brilliant strategic thinker, a real union man.

Prominent entertainment industry attorney Howard Fabrick also attended the session and described himself as a 42½ year observer of the IA. He reminisced over key accomplishments of President Short that took courage, including national contracts, mergers, shifting of jurisdiction to the IA. These took courage, leadership and foresight and made the below-the-line employees stronger.

A number of local unions also made presentations to President Short, as follows:

Local 33 expressed their appreciation for President Short’s wisdom and leadership and presented a donation to the Sandra Berke Jordan Memorial Fund, tickets to Disney Concert Hall and a Membership Gold Card.

Local 44 was represented by Ed Brown who praised President Short’s dedication to working conditions and benefits which have greatly helped Local 44’s approximate 6000 members.

Representing Local 80, Thom Davis and members cited President Short’s assistance in organizing marine departments, which are now recognized throughout the country. They pledged to continue aggressive organizing efforts.

For Local 52, a contingency led by John Ford said they had a surprise for President Short but it was late in arriving and would be presented shortly.

The San Diego host Locals 122, 405 and 795 presented President Short with a key to their city and a gold pin. They thanked President Short for helping their Locals become real unions and for his assistance to small Locals through out the alliance.

Local 600 was represented by National Executive Director Bruce Doering, National Secretary-Treasurer Alan Gitlin, Eastern Regional Director Chaim Kantor, Rusty Burrell, David Blake and others. Brother Doering referenced President Short’s accomplishments such as establishing the IAP and low budget contracts.

He stated President Short had pretty much maximized the IA’s leverage in every situation. He described President Short as a visceral, unforgettable leader who recruited the best and brightest. The Union presented the gift of a Home Entertainment Center and a Membership Gold Card.

Local 695 Business Agent Jim Osburn related some revealing anecdotes concerning President Short and his late father, “Junior” Short. In an emotional presentation, Brother Osburn gave President Short a Commandant’s letter from the U.S. Marine Corp in appreciation for the Wounded Marine Careers Foundation program. He also presented an American Flag with symbolic bands representing each of President Short’s campaigns. Brother Osburn closed by stating if he ever had to go back on the line, he would want Tom Short standing next to him.

Local 700 Executive Director Ron Kutak, and Assistant Executive Directors Cathy Repola and Paul Moore, presented a framed banner of the 1998 World Champion Cleveland

Indians. Brother Kutak stated President Short was brave enough to tell the truth and was able to build consensus. He stated that the discipline and time that President Short put into his job was awe-inspiring.

Local 705 Business Agent Buffy Snyder presented a contribution to the Sandra Berke Jordan Memorial Fund and thanked President Short for his resolve, unconditional support and for providing the freedom to grow.

Representing Local 706, Business Agent Tommy Cole and President Susan Cabral Ebert thanked President Short for his belief in their Local, his guidance and mentoring, for his contribution and accomplishments relative to Pension and Benefits. The Local presented a donation to the Motion Picture and Television Fund.

Local 729 Business Agent George Palazzo cited the accomplishments of the 6% contribution to the IAP and wage increases. Brother Palazzo also said a mystery package, a gift from Local 729, awaits President Short at his home.

Local 800 Executive Director Scott Roth spoke and stated that President Short had revolutionized the IA; that he had provided equity and stability. He described President Short’s tenure as less of a job, more of a calling. Local 800 presented President Short with a signed, framed photograph of the greatest pitcher of all time, Bob Feller (Cleveland Indian Great).

Representing Local USA 829, Brother Michael McBride thanked President Short for the reaffiliation of the United Scenic Artists with the IA.

Local 839 Business Representative Steve Hulett (Cartoon Animators) said President Short was always there

when needed and presented him with a hand-produced caricature of President Short.

Costume Designers Local 892 representatives stated they were saddened that President Short was leaving and presented a portrait of President Short in costume as a knight in shining armor.

The Studio Mechanics Locals recognized President Short’s focus on being politically active and presented President Short with contributions to the IATSE Political Action Committee made in his honor.

International Representative Patricia White thanked President Short on behalf of every member of the Wardrobe craft in the I.A. She related that at times when things were going the bleakest; that upon President Short’s involvement she would experience the feeling described as “Oh thank God, it’s almost over. Now we’re going to win.”

Canadian Locals presented President Short with a sport outing package of deep sea fishing in Northern British Columbia.

International Representative Dan Mahoney spoke of President Short’s loyalty, friendship, character and integrity. He also made reference that President Short was not the type of man to be concerned about polishing his image at the price of character. On behalf of all the International Representatives and Assistants to the President, Representative Mahoney presented President Short with a golf trip to Pebble Beach, California.

I.A. Midwest Counsel Dale Short, recounted the moment approximately 20 years ago, having suffered the loss of their father, “Junior,” that President Short “picked up the torch” and commenced his first campaign for national office. Dale said perhaps the more important legacy was his act today, to not stay in office too long as may have happened occasionally in the past.

ELECTION OF INTERNATIONAL PRESIDENT MATTHEW D. LOEB

The General Executive Board met in executive session and voted unanimously to elect International Vice



President Emeritus Short gave the Oath of Office to newly-elected International President Matthew D. Loeb and International Vice President Craig P. Carlson.



President Matthew D. Loeb to fill the vacancy created by the retirement of Thomas C. Short.

Matthew D. Loeb, Director of Motion Picture and Television Production/Now International President, thanked President Short for providing the path to the future. He stated we will survive and succeed if we do this together. He stated that he had been reviewing the IA Constitution and it is all there right at the beginning under the purpose clause, to achieve by organization and mutual endeavor.

President Emeritus Short administered the oath of office to President Loeb.

ELECTION OF INTERNATIONAL VICE PRESIDENT CRAIG P. CARLSON

In executive session the General Executive Board voted unanimously to fill the vacated position of International Vice President, as created by the election of President Loeb, with Brother Craig P. Carlson of Chicago Stage Local 2. Vice President Carlson has served on the Executive Board of Local 2 since 2002 and was first elected to the position of the Local's Business Manager in 2005 and was reelected this year without opposition.

President Emeritus Short administered the oath of office to Vice President Carlson.

MOTION PICTURE & TELEVISION PRODUCTION DEPARTMENT

Michael F. Miller, Jr., Vice President-in-Charge of the West Coast Office reported on the Motion Picture Division. There are currently 822 production companies producing under the commercial agreement. There are more than 90 companies currently

signatory to term feature contracts working under the Basic Agreement or the Area Standards Agreement. Future term contracts are formed with those companies with whom IATSE has a proven track record.

There are not specific terms uniformly or routinely in any of the contracts, although many contracts may result in negotiated similar terms. Reference was made to certain companies and new contracts that reflect changes in the industry and play a part in new media.

International Representative Daniel Mahoney reported on various aspects of some of the template contracts. In the low budget area, many of the independent production companies have been signed to term contracts and thereafter project agreements instead of one-off contracts. This is a feature of a past, proven track record as a company who enjoys a good, respectful relationship with the IATSE.

International Representative Steve Aredas gave an update on commercial agreements. This is an area that provides a great deal of work for IATSE members.

Reality television is a source of a great deal of production work but does not provide the same levels of work the traditional scripted television. For example, a snapshot of the television viewing schedule shows that a significant amount of prime time programming falls into the reality, non-scripted genre. This has a big impact on employment levels for IATSE members and the MPIP benefit plans.

Jurisdictional issues arose when several other unions or guilds have tried to encroach on IATSE jurisdic-

tion. This phenomenon requires continuing vigilance on the part of our members and magnifies the need for all members to call into their local unions when they are working on productions.

John M. Lewis, International Vice President and Director of Canadian Affairs, reported on the development of greater numbers of low budget feature production being signed to IATSE contracts in Canada. We are also seeing an increased number of Canadian producers going to the United States to film, whereas in the not-too-distant past, it was the other way around. The result is that the productions are getting signed to both American and Canadian contracts. The IATSE is working to develop better protection in the Canadian contracts to protect paychecks security in the face of bankrupt or recalcitrant production companies.

International Representative Lyle Trachtenberg reported that 300,000 work hours contributed to the Motion Picture Industry Pension and Health Plans in the last quarter for low budget theatrical productions. Organizing is active in areas of webisodes and productions designed for the internet in new media. The IATSE is in discussion with "promo" producers who made advertising films seen mostly on television to introduce new series and returning shows.

International Representative Joel Youngerman reported on the high level of movie production occurring in New Mexico and Arizona. Several studio facilities have been built in the Albuquerque area in New Mexico. Production in Texas is down from where it had been over the past few years. Not a great deal of production



The IATSE General Executive Board (from left to right-standing): International Vice Presidents Craig Carlson, Daniel DiTolla, Michael F. Miller, Jr., Brian J. Lawlor, John T. Beckman, Jr., John Ford, John Lewis. From left to right-sitting: International Vice Presidents Damian Petti, Thom Davis, Michael Barnes, General Secretary-Treasurer James B. Wood, International President Matthew D. Loeb, International Vice Presidents Timothy Magee, J. Walter Cahill and Anthony DePaulo.

work is happening in Arizona. The unequal playing field across various states reflects the tax incentives from state to state.

International Representative Scott Harbinson reported on the activity in the eastern and southern states. The landscape has changed in this area with more productions being produced by IATSE members than was the case a decade ago. Members are much more unified than ever before.

The IATSE audit program continues as the method to monitor the budget tier levels of the low budget productions. The positive side of this monitoring results in a greater number of the low budget producers self-reporting when a budget overrun occurs in excess of the initial budget cap.

To gain paycheck security a deposit is generally required as a result of the negotiated terms of low budget production contracts.

This is recorded as a report of tremendous progress.

APPOINTMENTS OF MICHAEL F. MILLER, JR. AND DANIEL MAHONEY FOR THE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

At the conclusion of the Motion Picture and Television Production report to the Board, President Loeb announced that he had appointed Vice President Michael F. Miller, Jr. to the position of Director of the Motion Picture and Television Production Department. The appointment became effective immediately.

In addition, President Loeb also announced that he was creating a new position called Assistant Director of Motion Picture and Television Production and that he was appointing International Representative Daniel Mahoney to be the first to hold the position.

LOCAL NO. 12, COLUMBUS, OH

International Representative Michael David reminded the Board that the organizing at the Columbus

Symphony Orchestra had been reported on during the General Executive Board meeting in St. Louis. He stated that the organizing had initially not been controversial but it soon became highly contentious. The drive resulted in two elections, the second of which the Local won. The Local has been certified as the bargaining representative for stage employees at the Symphony. International Representatives Joseph Short and Michael David assisted the Local in collective bargaining negotiations, which resulted in a new job description for production manager, wage and benefit increases, and I.A.T.S.E. National Health Fund benefits. They stated that tremendous leadership had been exercised by the Local's Business Agent, Jason Gay. President Short commended the Local, stating that it is progressive and that its efforts at the Columbus Symphony Orchestra and elsewhere were reports of progress.



NAILED

International Representative Daniel Mahoney and Assistant Director of Motion Picture Division, Brother Paul Moore of Local 700, Brother Chaim Kantor of Local 600, Sister Lynne Twentyman of Local 161, and Brothers Joe Cuervo of Local 798 and Jason Rosin of Local 491, reported on the escapades involving a company called Capital Films producing a feature called "Nailed". This production continuously failed to make payroll to the crew. Finally, after several shutting down the production until payroll wee not the IATSE agreed to

crew the show upon the production making a sufficient deposit to secure future payroll. The IATSE does not encourage a crew to work when a production company does not meet its payroll obligation.

ADJOURNMENT

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

IATSE Family Member Wins \$1,000 Union Plus Scholarship

\$150,000 AWARDED TO 108 STUDENTS REPRESENTING 40 UNIONS

Brittany Flynn of Burbank, CA, whose father Pete Flynn is a member of International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (IATSE) Local 44, has been awarded a Union Plus Scholarship.

my education to continue making a change and improving conditions."

Brittany is one of 108 students representing 40 unions awarded a total of \$150,000 in Union Plus Scholarships. The awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Since 1992, Union Plus has awarded more than \$2.4 million in scholarships to union families.

Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor. Please visit www.UnionPlus.org/ Scholarships for information on eligibility and to receive a notification when the application is available for next year's scholarships.

"With credit so tight, prices rising and fewer loans available to students who want to attend college, scholarship programs like these are more important than ever," says Leslie Tolf, president of Union Privilege, the organization that administers the scholarship program.

From teaching Sunday school to playing basketball, from keeping up her excellent grades to producing a television show for other teenagers, Brittany's life is a whirlwind of energy and activity. In writing her recommendation letter, one of her teachers commented, "There have to be at least 10 Brittany Flynnns that exist, because there is no way one person could do all that she does!"

Many of the things Brittany does involves helping others, especially children. She views her commitment to service as reflecting the values she learned in a union household. "I have grown up understanding the importance of the labor movement and unions in our society," she says. "I plan on using



Brittany Flynn



REPORT OF THE DEFENSE FUND COMMITTEE

held at the

WESTIN GASLAMP QUARTER • SAN DIEGO, CALIFORNIA • JULY 29, 2008

In conjunction with the Mid-Summer Meeting of the General Executive Board, the Defense Fund Committee met at 12:50 p.m. in the Pavilion of the Westin Gaslamp Quarter, San Diego, California.

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

Appearances were made before the Committee by International Vice President Jack Beckman on behalf of Local No. 6-St. Louis; Business Manager Richard McLaughlin and International Vice President Daniel Di Tolla on behalf of Local No. 11-Boston; Business Agent Carlos Cota on behalf of Local No. 122-San Diego; Business Agent Charles Buckland, IV on behalf of Local No. 84-Hartford; Business Agent Silvana Fernandez and International Vice President and Director of Canadian Affairs John Lewis on behalf of Local No. 863-Montreal;

International Representative Mark Kiracofe on behalf of Local No. 731-Rapid City/Black Hills.

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

Local No. 6- St. Louis, MO	\$28,115.59	Legal
Local No. 731- Rapid City, SD	2,952.27	Legal
Local No. 805- St. Louis, MO	6,371.50	Legal
Local No. 11- Boston, MA	19,903.24	Legal/Printing
TOTAL	<u>\$57,342.60</u>	

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

The meeting adjourned at 1:55 p.m.

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



Chicago Stage Local Celebrates Inaugural Event



On August 6, 2008, Local 2, Chicago, Illinois, held its inaugural general meeting at the Local's newly acquired office and training spaces at 216 S. Jefferson. It was a major milestone for the Local, and the new office will offer numerous opportunities to further develop the Local's membership. To help celebrate this new venture, International President Matthew Loeb, International President Emeritus Thomas Short, Assistant to the President Deborah Reid, International Vice President Walter Cahill, and International Representative Ira Alper were in attendance for the event.



Above: From left to right, International President Emeritus Thomas Short, International Vice President/Business Agent of Local 2 Craig Carlson, Business Agent of Local 769 Shirley Berling, International Representative Ira Alper and Business Agent of Local 110 Steve Altman.

Left: Retired International Vice President Daniel J. Kerins (center) cuts the ribbon to the entry to the meeting hall at the new offices of Local 2. The hall was named "Daniel J. Kerins Hall" to honor his dedication and tireless efforts to the Local for so many years. International Vice President/Local 2 Business Agent Craig Carlson, and International Trustee/Local 2 Secretary-Treasurer Tom Cleary look on.

SACRAMENTO LOCAL CELEBRATES 50TH ANNIVERSARY

Fifty years old and growing strong, Sacramento, California Wardrobe Local is celebrating its anniversary on Oct 1, 2008.

Pictured left to right on the top row: Louise Taylor, Heather Torres, Caroline Peck, Lisa Clement (Treasurer), Ron Swanson. Front row left to right; Sheryl Emmons (Business Agent), Paul Guthrie, Linda Whitten, Susan Buder (President), Mary Kay Morris (Secretary), Nora Roberts. Not present for the photo were; Shelly Mauricio, Fredi Baker, Alliyson Dean Schwennesen, Theresa Kimbrough, Bridget Baker, Lyssa Everett, Susan Volmuth (Sergeant-at-Arms), Valerie Firth, Lanette Hunt (Vice-President), and Stacy Mauricio.



Local 19 Works Maryland Artscape

For the first time in 26 years, the country's largest free public arts festival, Artscape, has finally agreed to a contract with the stagehands of Local 19 to set-up, work the performances and tear down each of its four stages. Business Agent Bruce Holtman Sr., President George Tivvis and the Executive Board worked diligently with Mayor Sheila Dixon and the city of Baltimore in accomplishing the arrangement. The festival, July 18-20, featured over 70 performances between the four stages in which Local 19 Brothers and Sisters operated the spotlights, handled the set changeovers between acts and ensured the overall safety and professionalism on the stage.

President George Tivvis and Business Agent Bruce Holtman, Sr. proudly stands in front of the Local's banner that was hung on the main stage.



IATSE Local 476 hosted a Fall protection seminar last winter taught by IATSE safety committee chairman Kent Jorgensen. 30 members attended the 2 day seminar taught at Essanay Studio in Chicago.

A HANDS-ON EXPERIENCE FOR ALL AGES

Michigan State University in East Lansing, Michigan hosted Grandparent's University June 25-27, 2008. This is a unique opportunity for grandparents and their grandchildren ages 8 - 12 year old, to enroll in a variety of experiences and classes at the University. Wharton Center for Performing Arts offered a backstage experience, giving the youngsters and their grandparents a hands-on experience working with professional stagehands.



IATSE Local 274 members directing the young crew members in a stage set-up.

Rallying for a Fair Deal in New Jersey



IATSE Locals 77 and 917 participated in a Rally and March in Atlantic City, New Jersey on June 21, 2008 for the New Jersey AFL-CIO, in support of the local UAW who represent Dealers & Slot Technicians.

From left to right (holding banner) Local 917 officers and members: **Maria Biebel, Anne Zarych, Anthony Eldis, Daniel Bauer, Marc Zarych, Steven Jordan, Darrell Stark.** Second row (behind banner holders): **Marla Schaeffer (Union Supporter), Dennis Moore, Bonnie Corbo (Local 77), Matt Petti, Tom Scull (Union Supporter).** Third row: **Glenn Nixon, Manni Custudio (Local 77) and Jim McHenry.**

LOCAL 52'S ANNUAL PICNIC—A SUCCESS!

On August 9, 2008, Studio Mechanics Local 52 held its 12th Annual Green Card Picnic at the Forest Lodge in Warren, New Jersey.

From left to right, **President of Local 52 John Ford, International President Matthew Loeb, Secretary-Treasurer Bill McGavin, Recording Secretary Gary Brink, Chairman of the Benefits Board Alan Hicks, Local 52 Retiree Robert Klatt and Local 52 Propman Clifford Klatt.**



PHOTO BY DENNIS YEANDLE, LOCALS 52/600

Working with Elevated Work Platforms

By *Kent Jorgensen,*
Chairman, IATSE Safety Committee



The use of scaffolding is an indispensable part of the entertainment industry. It is a source of employment for many IATSE workers who erect and operate the different types of scaffold. They are put up by stagehands, grips, carpenters, and convention workers. They are used as stages, to hold scenery, to elevate equipment, and performers, to create work positions, and provide access to hard to reach places.

Scaffold comes in many shapes and sizes. This means from traditional metal or wood structures to scissors and boom lifts to a boatswain's chairs to two sawhorses with a platform between them.

When this equipment is used correctly it allows many jobs to be done and done safely. Tens of thousands of hours are worked erecting, dismantling, and working on scaffolding every year in North America with no one getting hurt. But, like any human endeavor, if you don't respect the potential danger involved with the activity you will not act in a safe way. In the first half of this decade, an average of 88 workers a year died working on scaffolding in the United States.

IATSE members are not immune to accidents from this equipment. Personnel man lifts fall over far too often. Crews need to remember that the outriggers are required for safe operation. Scaffolds need to have proper planks or platforms and guardrail. This includes positions for audio/visual boards and projectors one section high to 60 foot towers. Access to the elevated work platform can be a risk. Workers walk the arms of boom lifts. People are asked to climb a scaffold to access the platform rather than having a proper ladder or stairway. Repelling out of the basket of a lift may be fun but not a great idea.

So what do IATSE members need to know about scaffold?

Like everything our employers do the use of an elevated work platform system should be part of an employer's plan. The scaffold plan is a subset of the larger work plan. As part of a plan there are a number of steps to follow: Choose the right kind of platform system for the job. Train the people who will be building and taking down scaffolding. Train the

people who will be on the scaffold. Train the people who will be operating mechanical platforms. Inspect the equipment before and during use. Use the system within its limits. And, keep your concentration while using it.

Choosing the right platform system is important. Things to consider are: How much equipment and/or people need to go on it? What kind of space restrictions are there? Can the surface or structure where it will be used support the system? What kind of access needs to be provided? How ridged does it have to be? What other kinds of forces may act on the system? Is the system flexible enough for the job? These are just a few of the questions to ask about the choice.

Training comes in a couple of forms. Because of the potential hazards the training needs to include OSHA requirements. For traditional type scaffold, erection and dismantling training is required. Aerial lifts also require instruction on the equipment. Like most things we do, it is supposed to be done by a qualified person. If you don't feel qualified to do a certain job you should request training. Anyone who works on a scaffold is supposed to be given "Scaffold Hazard Awareness" training. This covers the basics of what kinds of hazards to look for.

All systems used by workers require some level of inspection. Elevated work platforms may require many levels. At the beginning of a job the equipment is suppose to be inspected. This means looking for broken and bent components. For mechanical platforms check for leaks, and that the machine is operating properly. Each day before a scaffold is used it needs to be inspected. Each lift operator should inspect the lift and familiarize himself with the controls of the lift before they begin working. The area where the platform will be working must be inspected. Are there drop off, holes, power lines, damaged support structures, or any of a hundred things?

The last consideration is the need to keep your concentration. Stay off you phone while driving a lift or pushing a scaffold. Turn off the radio if it is distracting. Pay attention as you are climbing to get to the work position.

Elevated work platform are a necessary part of IATSE jobs. They are used daily in most venues worked. Used properly they allow workers to do their jobs easier, more efficient, and safer.

Stick Together

There may come a time as an IATSE member that you may be asked to help organize a non-union production you are employed on. Consider:

- 1) As an IATSE crew member you are part of a group of highly skilled technicians and artisans that have technical expertise that cannot be easily replaced.
- 2) Keep in the back of your mind that you are employed by each employer on a per job basis, but you are an IA member for your entire career.
- 3) Health and Pension benefits for you and your family are more important than doing a favor for an employer.
- 4) Most importantly, sticking together as a crew will put fear on the employer that they have lost their crew and that the actors, drivers, AD's and everyone will be standing there with the meter running if the IA crew stops work.
- 5) The real ugly, knockdown organizing battles are largely now part of IATSE history due the courage, strength

and perseverance of those who went before you. Honor their courage by stepping up when its your turn to make a stand.

- 6) Realize that if you take a non-union job that it could easily become an organizing target. Make that reality a part of your decision-making process each time you take a non-union job.
- 7) Call in your work.

Remember, in a dynamic field organizing environment

the final agreement directly reflects the crew's level of support. Further, if the company knows the crew supports the union it is unlikely the employer will force a job action if the outcome is a forgone conclusion.

The annual number of job actions continues to decline- which is entirely attributable to our past successes. Chances are you'll never have to go through an organizing campaign. But if you do, understand how important your role is and be ready to step up if you're called upon.

"LIVING PROOF"

NEW ORLEANS - JUNE 24: (L-R) Jaime Fernandez (On Set Dresser), Jerry Lane ("A" Camera), Michael Charbonet ("A" Camera 1st Assistant), McKay Johnson ("A" Camera 2nd Assistant) and Jimi Ryan ("A" Camera Dolly Grip) take a moment to pose for a photo on location for the Lifetime Television movie "Living Proof" on June 24, 2008 in New Orleans, Louisiana.

PHOTO BY SKIP BOLEN / STILLUS PHOTOGRAPHER, IATSE LOCAL 600

Importance Of Good Start Paperwork

All employers require that when you start a job that you complete their start paperwork. Some of the start paperwork involved is specifically required by the Federal and State government for payroll tax obligations and Immigration Naturalization Service (INS) matters. Other start paperwork may be necessary for benefit contributions (for an example a 401(k) contribution) and for employer record keeping.

Government forms include:

- ✓ U.S. Department of Justice's Immigration and Naturalization Service I-9 form:

All employees, citizens and noncitizens, hired after November 6, 1986, must complete the part (known as Section 1) of this form at the beginning of employment. The employer is responsible for ensuring that Section 1 is timely and properly completed.

- ✓ Form W-4 – Purpose: So that your employer can withhold the correct federal income tax from your pay.

Employer forms or documents may include one or more of the following:

- ✓ Employer data sheets and emergency contact data
- ✓ Health and Welfare benefit forms
- ✓ Background check forms
- ✓ Handbook
- ✓ Deal Memos



ABSENTEE BALLOT

As you have heard from the International and your local union, 2008 is a must-win year for the Democrats. We can't afford another President who lavishes tax breaks on the wealthy, subsidizes the exportation of good American jobs to Third World countries and who is openly hostile to rights of workers to bargain collectively.

It is vital that you and your family members vote in this election. This is particularly true in the crucial swing states of Nevada, Colorado, New Mexico, Indiana, Wisconsin, Iowa, Missouri, Michigan, Ohio, Pennsylvania, New Hampshire, Virginia and Pennsylvania.

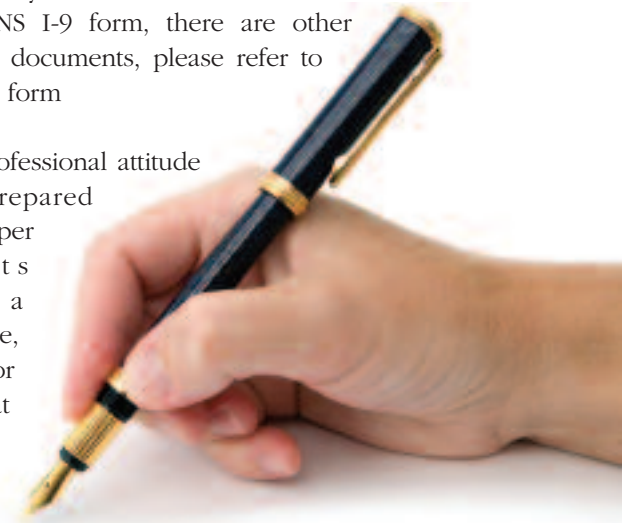
However, many IATSE members work out of state during the course of the year. Sometimes you know months in advance, other times the call comes at the last minute. For those individuals working out of town

It is important to bring the proper documents to the jobsite when you are starting a job in order to prevent issues such as: late or missing payroll checks, problems with the miss reporting of benefit hours or contributions, and even not being allowed to go to work.

The documents employers typically require include the following:

- ✓ State Drivers License or State issued ID Card
- ✓ Social Security Card
- ✓ For the INS I-9 form, there are other acceptable documents, please refer to the INS I-9 form

Keep a professional attitude by being prepared with the proper documents when starting a job. If possible, always ask for a copy of what you have filled out and signed.



Wardrobe Workshop

On June 26, 2008, Local 631 in Orlando, Florida sponsored a Wardrobe Training Workshop for members. The three-hour intensive class was developed in partnership with the I.A.T.S.E. International to teach stagehands the basic skills necessary to perform wardrobe work competently and to increase awareness and appreciation of the complex nature of wardrobe work.

Like many mixed locals, Local 631 has noticed in recent years that the number of wardrobe workers called for by traveling shows and the demand for wardrobe crews that are proficient in all aspects of the craft is growing. At the same time, the running crews in some of the other departments are shrinking in size. There is often a limited pool of skilled wardrobe workers, and when a large production, such as "The Lion King" or "Wicked" comes to town, the local must call on stagehands with little wardrobe training to act as dressers.

Beth Wood, member of Local 631 and Wardrobe Head at the Bob Carr Theatre in Orlando planned the class, with assistance from International Representative Pat

White and Local 631 member Charles Bruno. The officers and staff of Local 631, especially President Bill Barnes and Secretary-Treasurer Kim Bowles were also instrumental in making the day a success.

The workshop covered a range of subjects, beginning with the differences between wardrobe work and show assignments in other departments and focusing on correct techniques for dressing room etiquette and personal interaction with performers. Other topics included how to press a shirt, how to assemble and use a steamer, hanging and carrying garments, checking for repairs, shoe maintenance, dressing the performance from a set of notes, and laundry.



The training was a success. Sixteen stagehands participated and now have new skills and abilities, which will enhance their chances of being

referred for work. Local 631 now has plans to offer follow-up courses for members. Other Locals interested in offering similar workshops may contact Local 631, or Pat White in the General Office, who will provide a detailed class outline.

INFORMATION FOR NEW MEMBERS

At the mid-summer General Executive Board meeting in San Diego, a new membership kit was introduced and approved by the General Executive Board. The kit was originally created by the Stagecraft department for A.C.T. members. A.C.T. members are not members of a local union. Therefore, as their direct representatives we wanted these members to have a connection to the IATSE on its history, rules and guidelines, and the benefits of being a member.

Working in conjunction with the General Secretary-

Treasurer's office we expanded the kit so it would be useful to many new members.

The kit contains a brief introduction to the IATSE, rules and guidelines for traveling stagehands, a brief explanation about the IATSE National Benefit Funds, information regarding the Political Action Committee, and the benefits of the Union Plus program.

Please contact the Stagecraft department if you are interested in receiving a kit.

Support the IATSE-PAC

To give you a voice in Washington, the IATSE has established the IATSE Political Action Committee ["IATSE-PAC"], a federal political action committee designed to support candidates for federal office who promote the interests of the members of IATSE locals and to support a federal legislative and administrative agenda to benefit those members.

If your Local is interested in holding a PAC fund raiser or obtaining documented material regarding the IATSE Political Action Committee, please contact, **in writing**, Deborah Reid at the IA General Office, 1430 Broadway, 20th Floor, New York, NY 10018.

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

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

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

CONTRIBUTIONS EXCEEDING \$100.00 MUST BE MADE BY CHECK.
(IT IS UNLAWFUL FOR THE IATSE-PAC TO COLLECT MONIES FROM OUR CANADIAN MEMBERS)

Name: _____

Occupation: _____

Local No.: _____

Current Employer*: _____

Mailing Address: _____

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

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

Individual'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. You have the right to refuse to contribute without any reprisal.



San Antonio Member Celebrates 50 Years

Brother Daniel Manjarrez, member of Local 76, San Antonio, Texas, received his Gold Card for his 50 years of service to his local and the IATSE.

Brother Manjarrez, began his work as an IA member in San Antonio in 1943. His first show was the "Ice Capades" which were held at Municipal Auditorium. In



1944, he worked on his first musical "Hello Dolly." In 1950, Manjarrez began working as an apprentice stage-hand at the historic Alameda Theater. A year later, he began a twenty year long career working for the city of San Antonio.

Beginning in the 1970's, He transitioned from working for the city to working for The San Antonio Spurs. Manjarrez spent over twenty more years as a Light and Sound Technician for The Spurs during their time at the Henry B. Gonzalez Convention Center. In 1993, his time with The Spurs came to an end when they moved to their newly built home, The Alamo Dome. He continued working for the Henry B. Convention Center until his retirement in 1996. During his fifty-plus years as a member, Brother Manjarrez worked tirelessly and with the utmost integrity, proving his loyalty to his union as well as his profession. He is extremely honored and proud to have received his Gold Card.

From left to right: Brother Tom Bunick, Brother Daniel Manjarrez and President Gary Kinard.

MICHIGAN LOCAL HONORS LONGTIME MEMBER



Pictured left to right: President Rick Berthelot, Vice President Mark Berg, Secretary/Treasurer Jim Wright, Brother Bob Fanslow, Business Agent Cal Hazelbaker and Recording/Correspondence Secretary Derek Dubyak.

Local 395 of Ann Arbor, Michigan honored Brother Bob Fanslow upon receiving his 50 Year Scroll at the May membership meeting. Brother Fanslow is also a retired Ypsilanti policeman. Congratulations Bob!



General Secretary-Treasurer James Wood presented Retired International Representative Barbara Robinson with her 50 Year Membership Scroll at the IATSE General Office in March.

Anthony (Tony) Cordello, Sr. received his Gold Card from Local B-90, Rochester, New York on February 19, 2008.

Brother Cordello joined Local B-90 thirty years ago and has worked as an Usher and Ticket Taker at the local AAA Baseball Stadium, AHL Hockey Arena and various other sporting, theatrical and concert venues throughout the Rochester area. Cordello was elected to the B-90 Board of Directors for 10 years and for 5 years he was the Local's Business Agent.

Cordello, now retired, lives with Rose, his wife of 55 years. He has 4 children and 9 grandchildren.

All of the members of Local B-90 thank Tony for his dedicated years of service and wish him well.



Pictured from left to right: Rose Cordello, Tony's wife; Sam Falzone, B-90 President; and Tony Cordello, Sr., Gold Card Honoree

IATSE Honors Gold Card Members



Brother Nolan Babineaux, New Orleans Local 39's longest-tenured member, received his Gold Card in May 2008 for 46 years of dedication and loyalty. He joined the Union February 8th, 1962. The officers and members of Local 39 wish Nolan the best in his retirement for many years to come! Congratulations Nolan!

Newark Local 21 President Mike Stas presented Rita Chanley with her Gold Card on a recent trip to her home in Orlando, Florida.

Rita was employed as Head Wardrobe Mistress at the Papermill Playhouse for over 25 years before retiring to Orlando. Rita was a valuable employee and a great asset to Local 21. She will truly be missed by all the members of Local 21.



Brother Herbert C. Petersen, a member of Local 416, Rochester, Minnesota, who retired from active stage work earlier this year, received his Gold Card. Brother Petersen, who is 90 years of age, has been a member of the Local for over 39 years. Petersen is the first Local 416 member to receive a Gold Card and has been a great asset to unionism and the International.



Let's Get Organized

As members of this Alliance know, unions give employees a voice where they would otherwise have none. For this reason, one of the primary goals of the Alliance has been to organize non-union work forces in all facets of the entertainment industry, and it is upon this foundation that the United States Supreme Court has justified the existence of labor unions:

“Long ago we stated the reason for labor organizations. We said that they were organized out of the necessities of the situation; that a single employee was helpless in dealing with an employer; that he was dependent ordinarily on his daily wage for the maintenance of himself and family; that if the employer refused to pay him the wages that he thought fair, he was nevertheless unable to leave the employer and resist arbitrary and unfair treatment; that union was essential to give laborers opportunity to deal on equality with their employer.”

Chief Justice Charles Evans Hughes, of the Supreme Court of the United States, in *NLRB v. Jones & Laughlin Steel Corp.*, 301 U.S. 1, 1937.

The reasons stated by Chief Justice Hughes have become even more relevant today. In our current world of multinational corporations, a single worker is more defenseless, powerless, and dispensable than in 1937. But in addition to the protection that unions provide for their members, unions also secure higher wages and, as a result, a higher standard of living for their members and for those they represent.

Under International President Emeritus Thomas C. Short, IATSE membership increased by 60%. He understood that, in order to remain viable, unions must organize. His aggressive approach to organizing was based on the beliefs that increasing membership necessarily entailed fewer non-union workers and that fewer non-union workers meant that employers would have a much smaller selection of alternative work forces from which to choose.

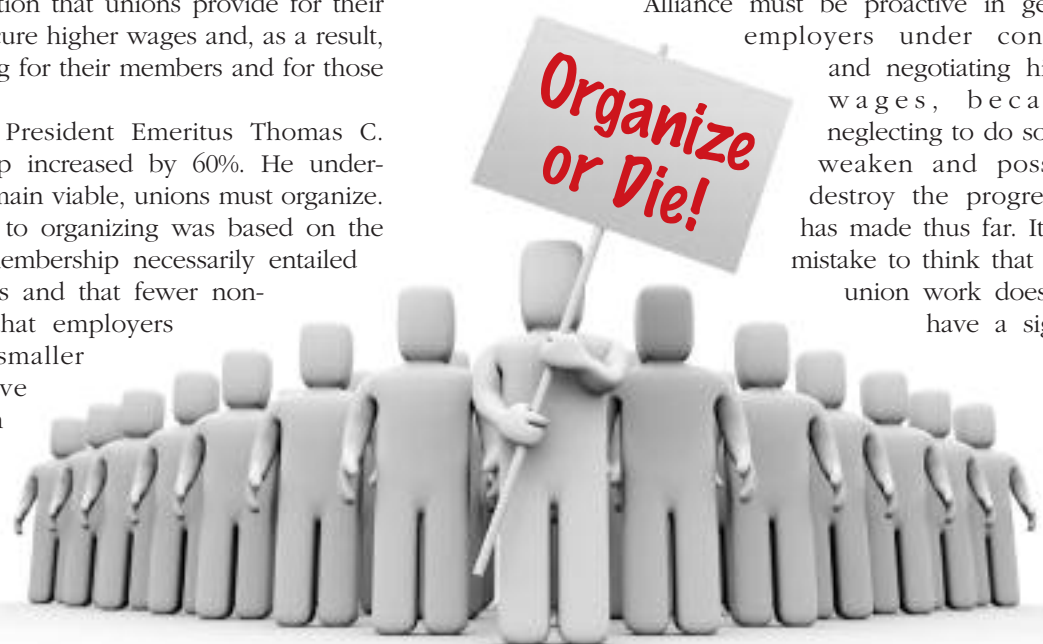
Unfortunately, many local members believe that organizing is detrimental to their local because increased

membership means an increase in the pool from which employers can select workers from their local. However, the power of organizing is exactly this increase in membership; as a result of organizing, locals are able to increase the number of IATSE-represented workers an employer will use and locals will have less competition with alternative work forces composed of non-union workers who will work for lower wages and no benefits.

To paraphrase one of the generals of the American Revolution, General John Stark, unions must “organize or die.” The more that alternative, non-union work forces are allowed to remain as competition to locals, then the more the hard-earned standards will diminish. Substandard (i.e. non-union) wages continue to be a hindrance to the progress that this Alliance has made. Every time an employer has an opportunity to hire a non-union worker to undercut union wages and benefits, the employer is able to claim that the market price for that particular work is that of the non-union employee rather than the union employee.

It would be detrimental to the entire Alliance if it were to ignore what is occurring on the open market. Instead, the Alliance – as well as local chapters – must continue to protect the standard of living that they have secured in mature collective bargaining agreements while at the same time recognize the changing market environment. It is vital to procure as much work as possible rather than to accept the position that new employees and/or new collective bargaining agreements will bring down wages. The

Alliance must be proactive in getting employers under contract and negotiating higher wages, because neglecting to do so will weaken and possibly destroy the progress it has made thus far. It is a mistake to think that non-union work does not have a signifi-



cant impact on job opportunities, wages, benefits, and every other condition of a collective bargaining agreement.

An example of the consequences of such thinking can be seen in the impact that paint rollers had on the painting industry. Historically, painting had been done with brushes, but with the advent of paint rollers employers realized that rollers were more efficient and required fewer workers. The union took what later proved to be a short-sighted position by opting for job protection for those who used brushes without adapting to the changing technology. Many union employers went bankrupt because they could not compete with employers who hired non-union workers using the new technique. As a result, the union won the battle – job protection in the short run – but lost the war.

It is important to understand that this Alliance remains focused on protecting and securing work, but that it is also mindful of the ever-evolving global economy and the technological changes that naturally ensue. Increasing union membership by organizing will ensure that the IATSE retains a strong presence in this changing world.

The local union that feels its jurisdiction is already fully organized is in the process of dying, unless it recognizes that it must organize to support the contracts that it already has, and extend those same conditions to everyone doing similar work in that industry. Over the next several issues, this article will address various methods that a local union can use to develop and execute a plan to organize non-union work forces in its jurisdiction.

The information contained in this and subsequent articles is for general guidance and educational purposes only. The application and impact of laws can vary widely depending on the specific facts and circumstances involved. Moreover, laws and rules and regulations change frequently, and laws and the interpretation of laws can vary greatly from jurisdiction to jurisdiction.
The contents of this article in no way constitute legal advice. It should not be used under any circumstances as a substitute for consultation with legal professionals.
Any references herein to specific laws pertain only to the laws of the United States.

VANCOUVER ORGANIZING SUCCESSES

Local 891 has undertaken an organizing drive during the past year that has resulted in a dramatic expansion of the jurisdiction of the Local and increased its membership by over 700 members to over 5,100. Many new members have been carded through applications for certification on lower budget film and television productions. The BC Labour Board has not processed most of the applications for certification, but the Local has continued to welcome these new applicants into membership. Due largely to Local 891's activities, applications for certification in the motion picture industry comprised 20% of those before the BC Labour Relations Board in 2007.

The organizers are members of the Local, some of whom are elected officers. They work out of the Local 891 offices with the support of the Executive Board and membership of the Local, as well as the International, which has waived its processing fees for new members. The organizers are currently working on the representation of employees who work in the Audio Visual and Trade Show industries and in local prop houses.



Left to right: Martin Mitchell, Dusty Kelly, Ken Anderson (Local 891 President), Kelly Moon, Darren Miller, Lindsay McGregor and Frank Haddad.

Two new departments have been created: Visual Effects and Extras Casting, representing 60 - 100 technicians in over a dozen job categories. Both crafts had been unrepresented, and bring the total number of departments in Local 891 to twenty-one. Some of the new categories include: modelers, composers, character animators, matte painters, data wranglers, extras casting directors and background coordinators.

Recently, the AMPTP signed a letter of adherence recognizing certain Visual Effects Artists and Technicians categories in the BC Master Collective Agreement. This concludes two years of negotiations arising from a Local 891 application for certification of the Visual Effects employees on the television series *Battlestar Galactica*.

The Local has also recently been signing contracts with employers who have previously filmed non-union, or with ACFC, a rival union to the IATSE. It is clear that the membership of Local 891 want to work in all budget levels of production, and their Executive Board is working hard with the organizers to get their members covered under an IATSE agreement.

A warm welcome is extended to the new members of Local 891 as are congratulations to the Local's Executive, Organizing Committee and membership for demonstrating perseverance and leadership in organizing under difficult circumstances.



Pictured here from left to right: David Camp (A/V Tech, Local 500), Drew Alvey (Electrician, Local 500), Presidential Candidate Barack Obama, Benjamin Centoducati (Camera Operator, Local 500) and Stewart Wein (Steward, Local 500). The photo was taken at the US Mayor's Conference on June 21, 2008 in Miami, Florida.



From April 23-27, Paul Simon performed his "American Tunes" show at The Brooklyn Academy of Music. Pictured along with IATSE Local Four's Opera House Stage Crew are Mr. Simon and his band, Josh Groban, The Roches, Olu Dara, Grizzly Bear, Gillian Welch and David Rawlings. "American Tunes" was part of a month-long residency at BAM celebrating the music and lyrics of Paul Simon.



This photo was taken of the IA stage crew for the Miss Universe Pageant held in Nha Trang, Vietnam.



Members of the IATSE run crew and Local 354 stagehands take time out for a crew shot on the Phantom of the Opera Masquerade staircase, during the show's 4-week run at the Tulsa Performing Arts Center in July.

Board designated investment	(599,688)	(304,718)
Net cash (used) by investing activities	(2,447,805)	(3,116,885)
Increase (decrease) in cash	6,277	(133,265)
Cash at beginning of year	322,187	455,452
Cash at end of year	\$ 328,464	\$ 322,187

GENERAL FUND and SUBSIDIARIES
Notes to Consolidated Financial Statements
April 30, 2008

Note 1 - Organization

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

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

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

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

Note 2 - Summary of significant accounting policies

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

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

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

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

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

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

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

The International reports investments in equity securities with readily determined fair values and all investments in debt securities at fair value with unrealized gains and losses included in the consolidated statement of activities. Unrealized gains for the years ended April 30, 2008 and 2007 amounted to \$236,592 and \$355,572, respectively. Investments consist primarily of J.P. Morgan Chase Money Market Fund, Merrill Lynch Investment Fund Accounts, Harris Private Banking and Oppenheimer Limited Term Government Fund.

Certain information in the fiscal 2007 consolidated financial statements have been reclassified to conform to the fiscal 2008 presentation.

Note 3 - Lease agreements

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

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

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

The lease rents are calculated on a straight-line basis which is used to recognize minimum rent expense under leases which provide for varying rents over their terms. Use of the straight-line basis results in accelerated recognition of expense since the applicable lease provides for free rent periods and increasing rents over its term. The effect of applying the straight-line basis as opposed to recognizing expense when payable resulted in an increase (decrease) in rent expense in the amount of \$(1,657) for the year ended April 30, 2008 and \$10,743 for the year ended April 30, 2007. Total rent expense for the years April 30, 2008 and 2007 amounted to \$606,678 and \$603,166, respectively.

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

Fiscal Year	
2009	481,600
2010	481,600
2011	481,600
2012	492,800
2013	526,400
Thereafter	394,800
	<u>\$ 2,858,800</u>

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

The International has a contributory retirement plan covering its qualifying employees. The plan provides a normal pension to a participant whose covered employment with I.A.T.S.E. terminates and has attained age 65 and accrued at least 5 years of credited service. Disability pension benefits are payable at any age to a participant whose covered employment with I.A.T.S.E. terminates with at least 10 years of credited service. For fiscal years 2008 and 2007, the annual funding is 25% of each participating employee's salary.

During fiscal 2008, the International adopted the provisions of Statement of Financial Accounting Standards No. 158, "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans - An Amendment of FASB Statements No. 87, 88, 106 and 132(R)" (SFAS No. 158). SFAS No. 158 requires, among other things, the recognition of the funded status of each defined benefit pension plan on the Statement of Financial Position and measure plan assets and plan obligations as of the statement of financial position date. The requirement to measure plan assets and benefit obligations as of the date of the employer's fiscal year end is effective for fiscal years ending after December 31, 2008 and therefore the International has elected early adoption in changing its measurement date for the year ended April 30, 2008. The effect of changing the measurement date had no material impact on the consolidated financial statements.

The impact of the implementation of the standard due to previously unrecognized prior service costs and actuarial gains not recognized in the Statement of Financial Position and current year expense totaled \$4,199,303, and has been recognized in the changes in net assets disclosed in note 12.

The incremental effect of applying SFAS No. 158 on individual line items on the International's consolidated statement of financial position:

	Before Application of SFAS No. 158	Adjustments	After Application of SFAS No. 158
Intangible pension asset	\$ 303,499	\$ (303,499)	-
Total assets	38,350,552	(303,499)	38,047,053
Accrued I.A.T.S.E. retirement fund	1,483,927	3,895,804	5,379,731
Total liabilities	6,662,989	3,895,804	10,558,793
Unrestricted net assets	31,687,563	(4,199,303)	27,488,260

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

The funded status of the International's pension benefit obligation and amounts recognized in the Consolidated Statement of Financial Position as of April 30, 2008 and 2007 were as follows:

	Year Ended April 30	
	2008	2007
Plan assets at fair value	\$ 14,618,556	\$ 13,189,830
Projected benefit obligation	(19,998,287)	(18,010,583)
Funded status	\$ (5,379,731)	\$ (4,820,753)
Prepaid pension cost	\$ 1,412,368	\$ 1,104,267
Unrecognized actuarial (loss)	(6,488,600)	
Unrecognized prior service costs	(303,499)	
Additional minimum liability	-	(2,755,479)
Net amount	\$ (5,379,731)	\$ (1,651,212)

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

	Year Ended April 30	
	2008	2007
Benefit cost	\$ 1,652,619	\$ 1,340,621
Employer contribution	1,960,720	1,385,984
Benefits paid	1,320,644	927,498

Weighted average assumptions made as of the end of the year (April 30, 2008 and March 31, 2007) were used to determine the benefit (cost) for the years indicated. The calculation of the plan's funded status and amounts recognized in the consolidated statement of financial position were based upon actuarial assumptions appropriate at those dates and are shown below:

	April 30	
	2008	2007
Discount rate	6.25%	6.25%
Expected long-term rate of return on plan assets	7.50%	7.50%
Rates of increase in compensation levels	4.00%	4.00%

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

	April 30	
	2008	2007
Discount rate	6.50%	6.25%
Rates of increase in compensation levels	4.00%	4.00%

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

	April 30	
	2008	2007
Equity securities	49.24%	60.70%
Debt securities	34.37	32.19
Other	16.39	7.11
	<u>100.00%</u>	<u>100.00%</u>

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

The accumulated benefit obligation was \$16,102,483 and \$14,841,042 for the years ended April 30, 2008 and 2007, respectively.

Expected contributions to the plan in fiscal 2009 are approximately \$1,469,000.

Expected future benefit payments are as follows:

Calendar Year	
2008	\$ 960,641
2009	965,839
2010	959,264
2011	970,279
2012	979,274
2013-2017	7,332,756
	<u>\$12,168,053</u>

NOTE 5 - PER CAPITA TAX

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

Period	Allocation of Quarterly Stamp				
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention & Per Diem Fund	Walsh/DiTolla/Spivak Foundation
Jan. 1 - April 30, 2008	\$ 44	\$ 37.90	\$ 4	\$ 2	\$.10
Jan. 1 - Dec. 31, 2007	42	35.90	4	2	.10
May 1 - Dec 31, 2006	41	33.90	4	2	.10

NOTE 6 - ROYALTY INCOME

During 1997, the International entered into an agreement with the AFL-CIO granting them the right to use the International Union trademarks and membership list. In consideration for this license, the AFL-CIO pays annual royalties to the International based on usage. The annual royalties received by the International during fiscal 2008, and 2007 amounted to \$178,911 and \$227,261, respectively. The terms of the agreement commenced March 1, 1997 and will expire February 28, 2009.

NOTE 7 - REAL AND PERSONAL PROPERTY

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

	Year Ended April 30	
	2008	2007
Land	\$ 1,147,391	\$ 1,147,391
Buildings	2,710,996	2,693,996
Furniture and equipment	1,373,414	1,109,011
Total	5,231,801	4,967,398
Less accumulated depreciation	1,371,859	1,236,547
	<u>\$ 3,859,942</u>	<u>\$ 3,730,851</u>

NOTE 8 - EMPLOYEE 401(K) SAVINGS PLAN

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

NOTE 9 - RENTAL INCOME

The Realty Corp. as lessor under two commercial leases which expire in 2012 and 2014, will receive minimum base rents during the term of the leases as follows:

Fiscal Year	
2009	\$ 100,659
2010	103,594
2011	106,556
2012	81,491
2013	81,367
Thereafter	13,627
	<u>\$ 487,294</u>

NOTE 10 - CONTINGENCY

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

NOTE 11 - BOARD DESIGNATED INVESTMENT

In July 2001, the General Executive Board, authorized the allocation of funds from the General Fund to a building reserve. For the fiscal years 2008 and 2007, funds in the amount of \$500,000 and \$250,000, respectively, were transferred to a Building Reserve account. Such funds were deposited into a Merrill Lynch investment account. Market value for the Merrill Lynch investment account at April 30, 2008 was \$1,665,619.

NOTE 12 - UNRESTRICTED NET ASSETS

	Total	Unrestricted Net Assets	Minimum Pension Liability
Balance April 30, 2006	\$ 25,760,154	\$ 28,054,953	\$ (2,294,799)
Change in net assets	2,893,975	2,893,975	-
Pension liability	(101,070)	-	(101,070)
Balance April 30, 2007	28,553,059	30,948,928	(2,395,869)
Pension liability	(196,927)	-	(196,927)
Change in net assets before adoption of SFAS No. 158	3,331,431	3,331,431	-
Effect of adoption of SFAS No. 158	(4,199,303)	-	(4,199,303)
Change in net assets	(1,064,799)	3,331,431	(4,396,230)
Balance April 30, 2008	<u>\$ 27,488,260</u>	<u>\$ 34,280,359</u>	<u>\$ (6,792,099)</u>

CONVENTION TRANSPORTATION AND PER DIEM FUND Statement of Financial Position

ASSETS	Year Ended April 30		Accrued interest receivable	57,237	51,824
	2008	2007			
Cash	\$ 45,926	\$ 33,289	Due from General Fund	129,988	127,842
Investments, at market (note 2)			Total assets	\$ 4,149,411	\$ 3,113,981
Merrill Lynch Investment Fund Account	3,331,627	2,461,608	LIABILITIES AND UNRESTRICTED NET ASSETS		
Harris Private Banking (net of valuation allowance of \$8,000 in 2008 and \$50,000 in 2007)	584,633	439,418	Deferred income (note 1)	\$ 222,004	\$ 230,134
	3,916,260	2,901,026	Unrestricted net assets	3,927,407	2,883,847
			Total liabilities and unrestricted net assets	\$ 4,149,411	\$ 3,113,981

CONVENTION TRANSPORTATION and PER DIEM FUND Statement of Activities

INCOME	Year Ended April 30		EXPENSES	60,150	32,436
	2008	2007			
Per capita tax (note 1)	\$ 852,444	\$ 818,414	Foreign currency exchange loss	-	1,739
Interest earned	177,989	117,678	Printing expense	3,519	2,813
Net realized and unrealized gain on investments	76,796	18,984	Total expenses	63,669	36,988
Total income	1,107,229	955,076	Change in net assets	1,043,560	918,088
			Unrestricted net assets - beginning of year	2,883,847	1,965,759
			Unrestricted net assets - end of year	\$ 3,927,407	\$ 2,883,847

CONVENTION TRANSPORTATION and PER DIEM FUND Statement of Cash Flows

CASH FLOWS FROM OPERATING ACTIVITIES	Year Ended April 30		Deferred income	(8,130)	22,930
	2008	2007			
Change in net assets	\$ 1,043,560	\$ 918,088	Total adjustments	(134,485)	(75,695)
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities			Net cash provided by operating activities	909,075	842,393
Canadian translation	(42,000)	-	Cash flows from investing activities		
Realized and unrealized (gain) loss on investments	(76,796)	(18,984)	Purchase of investments	(2,278,599)	(2,021,071)
Changes in certain accounts			Proceeds from redemption of investments	1,382,161	1,154,300
Accrued interest receivable	(5,413)	(36,022)	Net cash (used) by investing activities	(896,438)	(866,771)
Prepaid expenses	-	1,739	Increase (decrease) in cash	12,637	(24,378)
Due from General Fund	(2,146)	(45,358)	Cash at beginning of year	33,289	57,667
			Cash at end of year	\$ 45,926	\$ 33,289

CONVENTION TRANSPORTATION and PER DIEM FUND Notes to Financial Statements

NOTE 1 - ORGANIZATION

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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

The accompanying financial statements reflect as income or expenses foreign currency translation adjustments when the effect of converting Canadian dollars to United States dollars is significant.

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

All of the Fund's cash is deposited in two banks at April 30, 2008. The Fund has not experienced any losses on its cash deposits.

The Fund reports investments in equity securities with readily determined fair values and all investments in debt securities at fair value with unrealized gains and losses included in the statement of activities.

At April 30, 2008 and 2007, the Fund had a \$76,796 and \$18,984 realized and unrealized gain on investments, respectively.

DEFENSE FUND Statement of Activities

INCOME	Year Ended April 30		Foreign currency exchange loss	3,856	16,316
	2008	2007			
Income per capita tax (note 1)	\$ 1,704,901	\$ 1,653,925	Special organizing	2,083	8,362
Interest earned	279,744	273,245	Realized loss on sale of investments	-	12,256
Realized gain on sale of investments	175,338	-	Basic agreement administration	268,967	284,449
Unrealized gain on investments (note 2)	-	98,082	Unrealized loss on investments (note 2)	15,113	-
Processing fees	436,935	397,250	Miscellaneous	45,912	55,454
	2,596,918	2,422,502		857,825	1,242,989
			Change in net assets	1,739,093	1,179,513
			Unrestricted net assets - beginning of year	6,678,534	5,499,021
			Unrestricted net assets - end of year	\$ 8,417,627	\$ 6,678,534

EXPENDITURES

	2008	2007
Legal and other	486,029	691,515
Local 514 expenses	32,673	174,637
Local 262 expenses	3,192	-

DEFENSE FUND Statement of Cash Flows

CASH FLOWS FROM OPERATING ACTIVITIES	Year Ended April 30		Total adjustments	(418,315)	(141,572)
	2008	2007			
Change in net assets	\$ 1,739,093	\$ 1,179,513	Net cash provided by operating activities	1,320,778	1,037,941
Adjustments to reconcile change in net assets to net cash provided by operating activities			Cash flows from investing activities		
Canadian translation	(56,000)	(31,000)	Purchase of investments	(18,119,937)	(13,573,564)
Unrealized (gain) loss on investments	15,113	(98,082)	Proceeds from redemption of investments	16,805,702	12,610,266
Realized loss on sale of investments	(175,338)	12,256	Net cash (used) by investing activities	(1,314,235)	(963,298)
Changes in certain other accounts			Increase in cash	6,543	74,643
Due from General Fund	(140,753)	(98,618)	Cash at beginning of year	86,217	11,574
Accrued interest receivable	(19,430)	(29,933)	Cash at end of year	\$ 92,760	\$ 86,217
Accounts payable and accrued expenses	(25,646)	55,770			
Other assets	-	2,174			
Deferred income	(16,261)	45,861			

DEFENSE FUND Notes to Financial Statements

NOTE 1 - ORGANIZATION

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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

The accompanying financial statements reflect as income or expenses foreign currency translation adjustments when the effect of converting Canadian dollars to United States dollars is significant.

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

All of the Fund's cash is deposited in two banks at April 30, 2008. The Fund has not experienced any losses on its cash deposits.

The Fund reports investments in equity securities with readily determined fair values and all investments in debt securities at fair value with unrealized gains and losses included in the statement of activities.

At April 30, 2008 and 2007, the Fund had a \$(15,113) and \$98,082, unrealized gain/(loss) on investments, respectively.

Certain information in the fiscal 2007 financial statements has been reclassified to conform to the fiscal 2008 presentation.

DEFENSE FUND Statement of Financial Position

ASSETS	Year Ended April 30		Accrued interest receivable	87,873	68,443
	2008	2007			
Cash	\$ 92,760	\$ 86,217	Total assets	\$ 8,914,627	\$ 7,217,441
Investments, at market (note 2)			LIABILITIES AND UNRESTRICTED NET ASSETS		
Merrill Lynch Investment Fund Account	7,776,275	6,294,910	Accounts payable and accrued expenses	\$ 52,992	\$ 78,638
Harris Private Banking (net of valuation allowance of \$8,000 in 2008 and \$64,000 in 2007)	560,042	510,947	Deferred income (note 1)	444,008	460,269
	8,336,317	6,805,857	Unrestricted net assets	8,417,627	6,678,534
Due from General Fund	397,677	256,924	Total liabilities and unrestricted net assets	\$ 8,914,627	\$ 7,217,441



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Leon Rosenbaum June 12, 2008	8	John Stenderup March 6, 2008	44	Tracey Hooper June 14, 2008	212	Wayne L. Artman November 6, 2007	700	Alfred Daniel Buck May 31, 2008	728	John Alan Guiteras April 3, 2008	764	Mary Lee Forrester June 7, 2008	787	Jim Snider January 2008	839
Mark Thorpe May 22, 2008	8	Donald Wells May 11, 2008	44	Floyd Ralph Kaufman April 5, 2008	260	Tony Avallon May 7, 2008	700	James J. DePerna April 23, 2008	728	Richard Hershey January 5, 2008	764	Jim Steendahl February 22, 2008	793	Donard Dunfee June 24, 2008	849
Duane Gammell June 20, 2008	12	Charlie Anzalone May 24, 2008	52	Thomas Graham April 2008	298	William DeNicholas March 21, 2008	700	Frank M. Doll April 23, 2008	728	John Morales January 27, 2008	764	Carl Davis January 30, 2008	834	Linda Whitten June 8, 2008	874
Richard Labuhn June 17, 2008	16	Arthur Bloom June 8, 2008	52	Tammy Cummiskey January 22, 2008	306	Bruce Lister June 13, 2008	700	Frank Tobin May 11, 2008	728	Arther Grehan Pearce May 8, 2008	764	Etsuko Fujioka April 10, 2008	839	Murial Furr December 2007	875
Danny Sarris, Sr. April 17, 2008	16	Joseph Caracciolo June 8, 2008	52	James Curran March 2008	306	Julius J. Nayfack, Jr. March 22, 2008	700	James C. Wehr June 5, 2008	728	Alberto Rodriguez June 23, 2008	764	Margie Hermanson March 12, 2008	839	Douglas Foreman June 10, 2008	891
Stephen N. Scanlan July 15, 2008.	17	John R. Cestare May 11, 2008	52	Mary Torres March 2008	306	Louis E. Rode February 26, 2008	700	Fred White June 22, 2008	728	Alla Rubin March 13, 2008	764	Oliver Johnston April 14, 2008	839	Terry Fry March 19, 2008	927
G. Walter Fullmer March 13, 2008	28	Herbert Darrell June 14, 2008	52	Bruce Weinstein April 9, 2007	306	Gerald S. Shepard May 11, 2008	700	Robert G. Brashaw January 21, 2008	749	Thomas Shortt May 5, 2007	764	Lyn Joy Kroeger March 19, 2008	839	J.L. Friedman March 28, 2008	ATPAM
Leroy Buchanan May 19, 2008	33	Bernard J. Dillinger April 12, 2008	52	Patricia Zwicker March 2008	306	Gerard Salvio June 23, 2008	702	Robert Birkel, Jr. June 16, 2008	751	Ginnie Weidmann January 15, 2008	764	Ethan Ormsby April 12, 2008	839	Irma Rosien April 11, 2008	839
Thomas E. Flanigan April 4, 2008	33	Frank J. Gaily April 3, 2008	52	A.P. Jones April 8, 2008	333	Albino Campos March 1, 2008	705	John Heigman April 14, 2008	751	James Ealy May 6, 2008	767	Dalton Sandifer April 16, 2008	839	Dorothy McDougall January 1, 2008	B4
Daniel D. Haight March 20, 2008	33	Arthur Ross May 28, 2008	52	Michael Deangelis March 13, 2008	340	Juan Campuzano June 3, 2008	705	Alan Collins June 27, 2008	764	Helene Kemp May 6, 2008	767	Gina Shepherd April 5, 2008	839	Gene Gaeta April 5, 2008	B32
Kenneth F. Hekkers April 15, 2008	33	James C. Shields May 17, 2008	52	Stuart Gale April 14, 2008	363	Ray Carrion June 28, 2008	705	Peter Fitzgerald May 5, 2008	764	Forrest Painter April 5, 2008	767				
Steven R. Jenne April 24, 2008	33	Joseph Slifkin April 12, 2008	52	Raymond Martin April 17, 2008	373	Thomas Dawson March 1, 2008	705								
Thomas F. McAleer, IV May 21, 2008	33	William C. Young May 29, 2008	66	Robert J. Salmon December 8, 2002	373	Ann Furst April 28, 2008	705								
Lawrence Brock June 26, 2008	38	Hugo Elizondo June 26, 2008	80	Robert Picard April 12, 2008	395	Steven Hughes March 1, 2008	705								
Geri Baird April 11, 2008	44	Thomas Gindera April 7, 2008	80	Robert Mothershead January 2, 2008	480	Meta M. Jardine January 17, 2008	705								
Daniel Baray, Jr. October 7, 2007	44	Thomas Lee James January 1, 2008	80	Pat Tagliaferro January 1, 2008	488	Pauline Kovalesky February 10, 2008	705								
Dominic Belmonte May 4, 2008	44	Scott M. Robinson June 4, 2008	80	William Comp June 7, 2008	500	Jeanne Malone March 6, 2008	705								
Dennis Benda June 7, 2008	44	Fred Russell June 29, 2008	80	Blake Beard April 4, 2008	580	Meredith Murray May 8, 2008	705								
Daniel Bernaducci March 4, 2008	44	Jack M. White May 7, 2008	80	Richard Bennett February 10, 2008	580	Irene Parker May 3, 2008	705								
Nino Candido April 26, 2008	44	Mike Johnson May 16, 2008	87	W. Dale Russell March 7, 2008	600	George Santander May 29, 2008	705								
James Drury, Jr. May 19, 2008	44	Doug MacKinnon February 20, 2008	118	Kevin A. Sinex June 9, 2008	631	Mort Schwartz June 17, 2008	705								
Irvin Duffy, Jr. May 27, 2008	44	Floyd V. Smith May 21, 2008	127	John Berry April 14, 2008	640	Aida Swinson June 1, 2008	705								
Charles Eulo, Jr. March 20, 2007	44	Michael W. Hubbard June 3, 2008	142	William Hoffmire May 19, 2008	640	Nat Tolmach March 21, 2008	705								
William Fannon, Sr. April 11, 2008	44	Joseph Holt November 25, 2007	158	Ronald Nipp, Sr. June 2008	665	Frederick "Mickey" Giebler June 2008	720								
Jeff Haley, Jr. May 11, 2008	44	William G. Dolan May 20, 2008	160	Dean Ohira July 3, 2008	665	Bryan R. Lea June 2008	720								
John Parker, March 30, 2008	44	Henry A. Dondrea Sr. January 11, 2007	160	Andrew Smith March 2008	665	Conchita Munn March 2008	720								
Richard Pearson May 12, 2008	44	Robert Oakes January 29, 2008	193	Jerry L. Rightmer March 4, 2007	695	Lawrence L. Brown May 24, 2008	728								
Salvatore Rose April 3, 2002	44	Jack Anshetz March 2007	212	Nicholas M. Archer May 18, 2008	700	William D. Brown May 18, 2008	728								

REMEMBERING LAWRENCE BROCK

Brother Lawrence "Larry" Brock, member of Local 38, passed away unexpected and untimely on June 26, 2008. A third-generation stagehand, Brother Brock was 46 years old. For nearly 3 decades, Brother Brock was a mainstay in



Detroit's entertainment community. For many years, he was the IATSE steward at Cobo Conference Center, home of the North American International Auto Show. Larry's brothers David, Gary, and Geoffrey are also members of Local 38. Brother Brock's son Christopher works in the industry as well. Larry is also survived by sisters Cheri and Sandy.

REMEMBERING RAYMOND RECTOR

Raymond Bradley "Brad" Rector, 51, passed away June 20, 2008. Brad was born in Indianapolis on October 22, 1956 and raised in Boonville, Indiana. Brad was an artist and musician who graduated from Shortridge High School in 1975.



He had a long career in the music business traveling the world as an audio engineer for many bands including America, The Grateful Dead, Crosby, Stills and Nash, Take 6 and many others. Brad was a proud member of the IATSE Local 30.



Remembering Retired International Representative Gerard Salvio

Retired International Representative Gerard R. Salvio, 82, of New York, New York, passed away on June 23, 2008.

His life as a youth, and as an adult, was colorful and memorable, with lots of friends and colorful characters. He was an athlete, and enjoyed playing baseball, basketball and he also boxed.

Prior to working for IATSE, Brother Salvio dabbled in many different careers. He worked with his uncle in Interior Design. He was an upholsterer and draper. Later on he worked in construction, and his family can verify that he helped build the Throgs Neck Bridge, which connects the Bronx to Queens, New York.

Salvio served as Business Agent of Local 841 (merged into Local 600) for 14 years. He was also a member of



Locals 437 and 702, where he served as Trustee of Local 702 from 1989 to 1994, and was commended for the job he performed in putting the Local back together.

Brother Salvio received the Retired International Officers award from International President Short on the final day of the 62nd Convention held in Miami, Florida. He loved being involved with the Union, and was sorry he retired at 69 years of age. He would have loved to work with all his friends and

members until the day he died. He will be truly missed.

A memorial service was held at the Our Lady of Good Counsel in New York City.

Brother Salvio is survived by his wife, Ann; his daughters, Katherine Salvio, Lenore Hinrichsen, Janet Littlejohn and his granddaughters Danielle Hinrichsen and Sara Littlejohn.

REMEMBERING WILLIAM C. YOUNG

Local 66 has lost a stagehand legend with the passing of William C. Young on May 29, 2008. More commonly known as "Bill", he was the Local's senior member with a card dating back to 1948. Bill became the longtime house carpenter and technical director at Memorial Hall in Dayton, OH. He was an educator and mentor of the craft, taking the time to teach new stagehands the skills necessary to succeed in the industry. The years of stagecraft knowledge that Bill supplied to the members was immeasurable, and he did it all while carrying a sense of humor that couldn't be matched.

Bill was a World War II Army veteran and a life-



time stagehand. As a second generation stagehand he grew up in the arts industry. He met his wife while running a spotlight on her as she skated in a "Holiday on Ice" production. His son, Chuck, is a third generation stagehand and the audio engineer at the Victoria Theatre in Dayton. While his daughter, Barbara, went on to teach theatre in Columbus.

Bill touched the lives of everyone in the arts community for more than 60 years. For all those years of entertainment and knowledge given to Local 66, the membership gives Bill Young a standing ovation. He will sorely be missed and his character will never be forgotten.

REMEMBERING VLADIMIR SHILKROT

It is with great sadness that Local 78, Birmingham, Alabama reports the death of Brother Vladimir Rafail Shilkrot. Brother Shilkrot was born March 15, 1980 in Kishinev, Moldova. He came to the United States on March 15, 1992, his birthday, with his father Rafail, mother Diana and brother Miksim. He and his family moved to Birmingham later in 1992. He graduated Altamont High School; the University of Alabama at Birmingham and received his Masters in Public Administration in 2003.



Vlad knew early in his life that his calling was that of a social activist. He got his first taste of stage work in 1997 on a rock show load out with a non-union crew. Shortly thereafter Brother Shilkrot organized a group of stagehands to work toward his first union organizing effort. After his success he was soon organizing other employers. At the time of his death Vlad, with the help of others, had three employers under contract.

Vlad was respected by his union brothers for his unselfishness, hard work and integrity. He will be missed, but not forgotten.

He is survived by his loving wife Bessie, son Zeb and daughter Kaitlyn.

REMEMBERING WILLIAM R. COMP

Brother William R. "Bil" Comp of Local 500 passed away on June 7, 2008. Bill was born in Greensburg, PA., on June 27, 1916. He came to West Palm Beach on May 1, 1941 as a member of the then US Army Air Corps and was stationed at Morrison Field for several years. He served overseas with the air transport command in the China-Burma-India theater of war on the Hump operation for the duration.



Bill was a lifetime aviation enthusiast. He started to fly in 1939 and got his private pilots license and was a member of the Experimental Aircraft Association for years.

He retired in 1995 as a member of IATSE Local 500 and Local 477 working as a scenic painter for movie and TV productions. He was an avid artist and active in local art circles.

Contributions in his memory can be made to: Hospice of Palm Beach County, 5300 East Avenue, West Palm Beach, FL 33407

REMEMBERING LINDA WHITTEN

The members of IATSE Local 874 in Sacramento, California are sad to announce the passing of their sister in the industry, Linda Whitten. After a courageous battle with cancer, Linda died on June 8, 2008. Linda worked backstage and in the wardrobe union for nearly 25 years. As a dedicated sister, she held many positions in the Local but will be best remembered for the terms she served as Business Agent. She had a wonderful sense of humor and an exceptional sense of values and fairness. Her brothers and sisters will forever keep her close to their hearts and go forward, continuing with the competence that Linda helped build.



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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, MPSAC, SDMM Art Directors Guild & Scenic, Title and Graphic Artists, Motion Picture Studio Arts Craftspeople and Set Designers & Model Makers

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

AMPE Airline Motion Picture Employees

APC Affiliated Property Craftspeople

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/Cinotechnicians

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

MPSALT Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPS&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

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-Allen Langston, P.O. Box 10251, Birmingham, 35202. (205-251-1312) (Fax: 205-458-8623) Bus. Agt.: Terry Wilkins.

S 142 MOBILE-Helen Megginson, P.O. Box 2492, Mobile, 36652. (251-675-1451) (Fax: 251-675-9090) 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-Rose Lujan, 4741 W. Mallow Lane, Tucson, 85743. (520-743-8407) (Fax: 520-743-8427) Bus. Agts.: (North) William J. Randall; (South) Ray Padilla.

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

TWU 875 PHOENIX-Kay Harmon, 11328 E. Renfield Avenue, Mesa, 85212. (480-380-3933) Bus. Agt.: Sandy Allen, 11306 E. Ramona, Mesa, AZ 85212 (480-298-2216) (Fax: 480-380-9403).

ARKANSAS

M 204 LITTLE ROCK-Nikki M. 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-Elizabeth Overstreet, P.O. Box 28585-Parkmoor, San Jose, 95159-8585. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather.

O 150 LOS ANGELES/SAN BERNARDINO/RIVERSIDE/POMONA/REDLANDS/LONG BEACH-Ricardo Costa, P.O. Box 92548, Pasadena, 91109-2548 (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.



DISTRICT OF COLUMBIA

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

FLORIDA

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

ILLINOIS

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

INDIANA

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

MASSACHUSETTS

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

AFF B935 WORCESTER-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

MICHIGAN

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

MINNESOTA

T B26 MINNEAPOLIS-ST. PAUL-International Representative-in-Charge: Michael David, 131 Caledonia NE, Grand Rapids, MI 49505 (616-437-7123).

MISSOURI

T B2 ST. LOUIS-Penny Cato, 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (618-797-0403).

NEW YORK

T B90 ROCHESTER-Rick Welch, 145 Branchbrook Drive, Henrietta, 14467. (585-370-8236) (Fax: 585-321-3656) Bus. Agt.: Mike Povia.

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

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

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

OHIO

T B27 CLEVELAND-John Farabaugh, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) Bus. Agt.: Toni Burns.

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

T B148 AKRON-Gary Sleeman, 543 Button Road, Bedford, 44146. (330-571-1465) Bus. Agt.: Omar Banks.

AMTS B754 CINCINNATI-Cara Patton, P.O. Box 593, Amelia, 45102. (937-444-3923) (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, Houston, 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). 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) Web site: www.iadistrict2.org; E-mail: missy@iadistrict2.org

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

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)-John Page, 1810 Hamlin Street, NE, Washington, D.C. 20018-2459. (202-269-5144) (Fax: 202-635-0192). Email: iatse-d4@comcast.net.

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

District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)-Andrew Oyaas, P.O. Box 472, Tuckasegee, North Carolina 28783 (828-421-8123)(Fax: 828-293-1140). Email: iadistrict7@gmail.com.

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District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick & Newfoundland)-Cheryl Batulis, 2 Neilor Crescent, Toronto, Ontario M9C 1K4 (416-622-9000) (Fax: 416-622-0900). E-mail: iatsedistrict11@sympatico.ca.

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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.

Think Twice Before Buying a Del Webb Home

The Building Justice Campaign is seeking to raise standards in the residential construction sector. The campaign is presently focused on Pulte Homes and its Del Webb subsidiary. The campaign seeks to increase Pulte's accountability for the actions of its subcontractors. And until Pulte does so, the campaign is cautioning union members and retirees before purchasing a Pulte of Del Webb home.

Arizona and Nevada are two of the fastest growing states in the country as retirees flock west for warm weather and low taxes. The retiree housing boom has been profitable for Pulte Homes, which owns Del Webb, the biggest national builder of "active adult" (55 years and older) communities.

The Building Justice Campaign, a partnership comprised of the Painters and Allied Trades, Sheet Metal Workers and the AFL-CIO, is urging current and retired union retirees to think twice if they are considering purchasing a Pulte or Del Webb home. Their hard-earned money may very well be used to support subcontractors that deny workers safe working condition, adequate training, just compensation, and dignity and respect on the job.

Without proper training and equipment, residential construction workers are placed in a very vulnerable position in a dangerous industry. Workers

building homes for Pulte and Del Webb in Phoenix and Las Vegas report they are pressured to work quickly and bypass safety precautions. They also say they often don't have fresh drinking water in the hot desert heat and they lack adequate safety equipment. They are saddled with unaffordable health insurance, are not paid overtime and have reported discrimination based on race and gender.

For nearly two years, Pulte, Del Webb and its subcontractors in Arizona and Nevada have refused to address the numerous problems that have been reported throughout the Phoenix Valley and Las Vegas on its housing developments.

Due to Pulte's refusal to begin a dialog with the campaign to properly address what we believe to be important issues, the Building Justice campaign plans to reach out union members and union retirees across the country to ask them to alert them to these appalling conditions and urge them not to support the injustice taking place on developments being built by Pulte and Del Webb.

We believe the company considers current and retired union members an important demographic. Therefore, we should not allow the company's fancy marketing to fool us.

We must make sure our retirement decisions don't support injustice. It's time to hold Pulte and Del Webb accountable.

