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"Convention 2009"



IATSE OFFICIAL Bulletin

FIRST QUARTER, 2009

NUMBER 623



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FEATURES

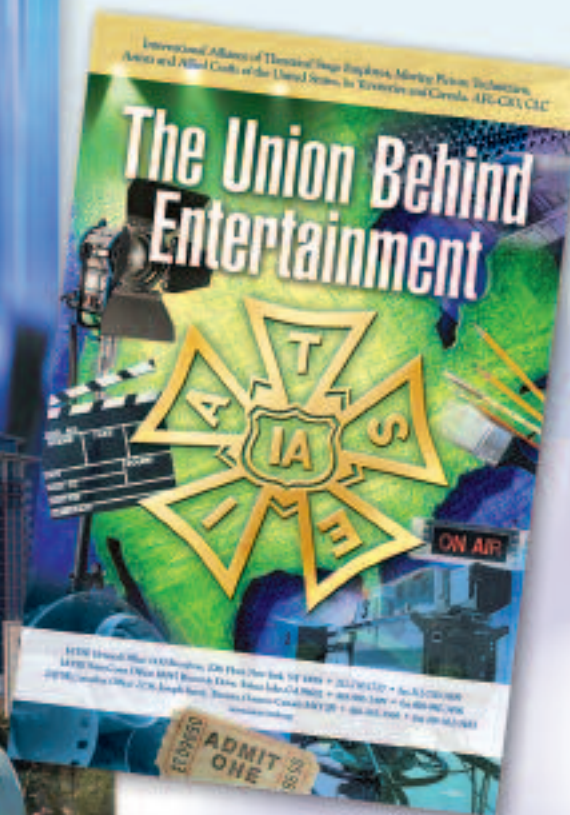
6 Countdown to the Convention

Orlando, Florida – July 27-31, 2009

20 Report of the General Executive Board

January 26-30, 2009, Albuquerque, New Mexico

Downtown Orlando



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Cover photo: Walt Disney World Swan and Dolphin Resort.

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

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

JPEG or TIFF file formats only please.

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

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Weathering the Storm

It is somewhat of an understatement to say that the global economic times in which we live are difficult and challenging. We are witnessing major companies laying off thousands of workers and reports of a continual rise in unemployment. Our pension funds have suffered, and we have been facing a health care crisis for some time.

As we endure these trials I ask that we stand together, assist one another and, if necessary, take advantage of the many resources available to us in the entertainment industry and as union members. Some of the programs offering union member assistance are: the Motion Picture and Television Fund which maintains an entertainment industry presence and offers health care clinics, child care and social services; the AFL-CIO's Union Plus Benefits offers credit counseling, insurance, financial hardship assistance, scholarships, and online tax preparation services, among its many benefits. The Actors Fund, in both the United States and Canada, offers invaluable programs such as social services and financial assistance, as well as housing and health care assistance. In Canada, we have the Union Savings Programs offering assistance with insurance, real estate and other helpful services. There are links to these and a number of other organizations on the IATSE Web site (www.iatse-intl.org). They are there for you.

Even though the United States now has a more labor-friendly administration in Washington, President Obama warned us that we would continue to face challenging times. I am confident that in time we will reap the benefits of changes to come. In the meantime, we look to the future with hope that employment opportunities will increase as some of the challenges in our industry settle down.

Our local unions must represent their memberships, not only at the negotiating table, but in communicating with them to be sure they are availing themselves of the assistance they may need and helping them obtain it if need be. We must reach out to our brothers and sisters, from local to local and member to member, in an effort to help protect ourselves and each other.

Perhaps the silver lining in these trying times is that they serve to bring us closer together, to become more aware and active in protecting our mutual interests. We are lucky that we entered the economic crisis with a foundation of support, our union, when so many must go it alone. I implore each of you to help your sisters and brothers in some way. There are a great many things each of us can do to make it a little easier to weather this storm. We have survived difficult times before and we will face more in the future, but united we are better equipped to do so. We must never lose sight of the fact that it is the solidarity of IATSE membership that is the foundation for this endurance.

Countdown To The Convention

As we approach our 66th Quadrennial Convention, you will find that this issue of the Official Bulletin contains a substantial amount of Convention-related information.

Answers to many of the most frequently asked questions immediately follow this Message and additional convention information is contained on the subsequent pages. In addition, all delegates are advised to review Articles Three through Five of the International Constitution in order to better familiarize themselves with Convention procedures.

Preparations for the Convention have been taking place in the General Office for many months, but before the delegate credential packages can be mailed, all local unions intending to send delegates to the Convention must fulfill two key requirements.

First, the General Office must have received all Quarterly Reports, up to and including the 1st Quarter Report for 2009. Although Article Nineteen, Section 7 of the International Constitution allows for that report to be filed as late as April 30th, we cannot complete our calculation of your average membership size between conventions until the 1st Quarter Report is received. Once the calculation is made, the number of delegate votes your local union is entitled to can be determined and the appropriate number of credential packages can be assembled.

Second, each local union must have purchased at least twice the number of 2009 per capita stamps as the numbers reported on the 1st Quarter Report for 2009. Article Three, Section 5 of the International Constitution requires that local unions must purchase per capita stamps for all quarters up to and including the quarter that precedes the Convention. Since the 2nd Quarter Report for 2009 is not due until July 30th, the numbers reported on the 1st Quarter Report are doubled and used as an estimate in order to calculate good standing.

Once these two requirements have been met, the delegate credential packages will be sent. Each package contains the credentials as well as a host of additional information, including airline reservation and hotel information. Delegates are encouraged to return their credentials to the General Office as soon as possible. Only when credentials are received in the General Office, will delegates be able to make airline reservations on the IA Master Airline Account and be eligible for committee assignments.

When making reservations, delegates are reminded that District Conventions (see pages 6 & 7) precede the International Convention.

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at the Walt Disney World Dolphin Resort, 1500 Epcot Resorts Blvd., Lake Buena Vista, Florida 32830 at 10:00 a.m. on Monday, July 20, 2009, and will remain in session through and including Friday, July 24, 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.

You are reminded that in accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee of the 66th Quadrennial Convention which will convene the week immediately following the Board meeting.

You are further advised that in order to be considered for a Committee appointment, delegate credentials must be received in the General Office by July 24, 2009.

IN GOOD STANDING

In accordance with Article Thirteen, Section 1 of the International Constitution and Bylaws, a local union that is not in good standing with their District is deemed not in good standing with the Alliance and therefore not eligible to attend the International Convention. Local union officers are advised to verify with their District Secretary that the local is in good standing.

For all the information on the hotel, guest room rate and reservations for the Mid-Summer General Executive Board meeting and the 66th Quadrennial Convention, please turn to page 9 of this issue.



66th Quadrennial Convention 2009

In accordance with Article Three, Section 1 of the International Constitution, this Alliance shall meet in Convention from July 27-31, 2009 in Orlando, Florida.

The following pages provide some information which may be useful to delegates preparing to participate in the 66th Quadrennial Convention. Also be sure to refer to the Message of the General Secretary-Treasurer on page 5 of this issue of the Official Bulletin for additional Convention-related information.

District Convention Schedule

Conventions of the 13 Districts of the Alliance will be held at the Walt Disney World Dolphin Resort in Orlando, Florida, during the two days immediately preceding the opening of the International Convention. This is a schedule of the days and hours of the District Conventions. Additional information, including final meeting room assignments will be posted at the General Office in the Hotel, and will also be indicated on the Convention Program which will be included in all Delegates' kits.

DISTRICT NO. 1

District Secretary: Bill Wickline
Saturday, July 25
10:00 a.m.
Room: America's Seminar

DISTRICT NO. 2

District Secretary: Missy Humphrey
Sunday, July 26
8:00 a.m.
Room: Southern Hemisphere I & II

DISTRICT NO. 3

District Secretary: James E. Flanders
Sunday, July 26
9:00 a.m.
Room: Asia 2

DISTRICT NO. 4

District Secretary: John Page
Sunday, July 26
9:30 a.m.
Room: Asia 1

DISTRICT NO. 5

District Secretary: Susan N. Jones
Sunday, July 26
10:00 a.m.
Room: Oceanic 6

DISTRICT NO. 6

District Secretary: Stuart Hale
Sunday, July 26
10:00 a.m.
Room: Oceanic 7

DISTRICT NO. 7

District Secretary: Andrew Oyaas
Sunday, July 26
10:00 a.m.
Room: Asia 4

DISTRICT NO. 8

District Secretary: Rick Madison
Sunday, July 26
10:00 a.m.
Room: Asia 5

DISTRICT NO. 9

District Secretary: Thomas Cleary
Sunday, July 26
9:00 a.m.
Room: Southern Hemisphere V

DISTRICT NO. 10

District Secretary: John K. Hill
Sunday, July 26
9:00 a.m.
Room: Southern Hemisphere III

DISTRICT NO. 11

District Secretary: Cheryl Batulis
Saturday, July 25
10:00 a.m.
Room: Asia 1

DISTRICT NO. 12

District Secretary: Barny Haines
Saturday, July 25
10:00 a.m.
Room: Asia 2

DISTRICT NO. 14

District Secretary: Kimberly Bowles
Sunday, July 26
9:00 a.m.
Room: Southern Hemisphere IV

Jurisdictional listing for Districts can be found on page 74.

Convention Resolutions

For the past several Conventions we have called your attention to the fact that it is beneficial for your local to make certain its Convention Resolutions are submitted to the General Office at least fifteen (15) days prior to the opening of the Convention.

When resolutions are properly submitted, in accordance with Article Three, Section 8 of the International Constitution, it allows us to compile them and have them printed and bound in pamphlet form so they can be placed in the Delegates' kits.

The placing of the printed resolutions in the Delegates' kits affords sufficient time to study and digest them, so a Delegate may appear before the appropriate committee and speak on the merits of the resolutions. Only in this manner can resolutions be properly handled.

The submission of all resolutions to the General Office at least fifteen (15) days prior to the opening of the Convention will also afford us the opportunity to refer resolutions to the proper committee so they will have sufficient time to act upon them and report to the Convention much sooner than they have been able to in the past.

It is not necessary to hold your resolution for a District endorsement. However, if your local wants that endorsement you should send the resolution to the General Office so it can be printed and ready for committee referral and then take a copy to your District meeting for its endorsement.

If you desire to have the action of the District presented to the Convention, it must be submitted to the General Office by 6:00 p.m. of the opening day.

All resolutions must be submitted in duplicate and in typewritten form in order to be acceptable.

Hotel Information

MID-SUMMER GENERAL EXECUTIVE BOARD MEETING

July 20 – 24, 2009

DISTRICT CONVENTIONS

July 25 – 26, 2009

66TH QUADRENNIAL CONVENTION

July 27 – 31, 2009

The regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at the **Walt Disney World Dolphin Resort**, 1500 Epcot Resorts Blvd., Lake Buena Vista, Florida 32830 at 10:00 a.m. on Monday, July 20, 2009, and will remain in session through and including Friday, July 24, 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 Walt Disney World Dolphin by calling the Resort directly at **407-934-4000 or 888-828-8850**. Guest room rate for the IATSE is \$199.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

The 66th Quadrennial Convention will convene the week immediately following the Board meeting. In accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee.

Cut-off date for reservations: June 19, 2009



66th Quadrennial Convention 2009

Frequently Asked Questions

LOCAL UNION REPRESENTATION

Article Three, Section 3 of the International Constitution states in part: "Each affiliated local in good standing shall be entitled to one delegate for its charter and one additional delegate for every one hundred members, or major portion thereof, based on the average membership upon which per capita tax has been paid for the period between Conventions."

The following chart can be utilized for easy reference:

Average Membership	Delegates
up to 50	1
51-150	2
151-250	3
251-350	4

(continue in similar fashion)

Special Department local unions should be aware that although the number of votes they are entitled to is in accordance with the above, only one-third (rounded to the next higher whole number) of the number of delegates are entitled to be sent to the Convention at the expense of the Alliance.

CREDENTIALS

The President and Secretary of the Local as well as the delegate must sign the credential certificates. The original credential certificate is to be given to the delegate and the duplicate credential certificate must be mailed to the General Office in New York. Failure to

complete the credentials in their entirety will result in the credentials being returned.

Do not enter both the name of the delegate and the alternate delegate on a single credential. If an alternate represents the local union, the alternate must request a new Delegate's Credential or, if there is insufficient time, a letter from the Local designating the alternate as a delegate must be provided.

In order to complete the registration process, delegates are required to file the original credential certificate with the Office of the General Secretary-Treasurer upon arrival in Orlando.

ALTERNATE DELEGATES

Alternate delegates must be elected in the same manner as primary delegates i.e. by secret ballot. In a situation where both the primary and alternate delegates are unable to attend the Convention, the local can, by secret ballot, elect another delegate. If there is insufficient time to hold another election, the membership of the local may assign the vote(s) of the absent delegate to another duly elected delegate, or if there is none, may designate the next highest candidate for delegate to attend the Convention.

DELEGATE AIRLINE INFORMATION

Delegates are reminded that Article Four, Section 9 of the International Constitution

states in part: "Each accredited delegate shall be entitled to collect an amount equal to coach air transportation from home airport to the Convention city and return, subject to such rates as the General Office may obtain from airline representatives of the United States and Canada, the amount due to be computed by the most direct route booked at least thirty (30) days in advance."

The General Office has contracted with FTA Travel for delegate airline reservations for the 66th Quadrennial Convention in Orlando. All delegate travel booked through FTA will be billed directly to the IATSE Master Account. The Delegates' kits will contain information regarding a Web-based reservation system as well as a 1-800 reservation number for FTA.

Delegates can also make reservations for their companions by booking those tickets at the same time as their own, but all companion tickets must be charged to your own personal credit card.

If for some reason you do not book your ticket through the IATSE Master Account you should be aware that there is a strict IRS requirement that all monies paid for transportation must be substantiated by a copy of the ticket purchased. An invoice from a travel agent cannot be accepted.

INDOCTRINATION FOR NEW DELEGATES

In keeping with past Convention practice, the Indoctrination for New Delegates meeting will be held on Saturday, July 25, 2009 at 7:00 p.m. in Salon I of the Southern Hemisphere Ballroom of the Walt Disney World Dolphin Resort. This meeting will provide all new delegates with an overview of the schedule for Convention Week, as well as provide a forum for new delegate's questions to be answered regarding procedures and policies of the upcoming Convention.

PER DIEM PAYMENTS

At the close of the Convention, banking facilities will be available for those delegates that wish to cash their per diem checks.

CONVENTION MEMORIAL SERVICE

As part of our 66th Convention, an Interfaith Memorial Service will be held during Convention week. This Service memorializes our departed brothers and sisters. Local unions interested in having the names of their deceased members printed in a Memorial Booklet, which will be distributed at the Service, should forward the information to the General Office no later than June 1, 2009.

NOTICE TO 50-YEAR DELEGATES

Any member of the Alliance who was a delegate to the 1956 International Convention in Kansas City, Missouri or the 1958 International Convention in St. Louis, Missouri and will also be a Delegate to the upcoming 2009 Convention, is urged to send in your credentials as early as possible in order that your 50-year Delegate Award can be prepared. Please include a note along with the credential indicating that you will be a 50-year delegate.

66th Quadrennial Convention 2009

Orlando, Florida Q&A

Is Orlando the number one destination for families?

Orlando is in the top of this market segment and research shows that Orlando is the number one Family Spring Break destination in the country.

How many visitors come to Orlando a year?

Approximately 49 million visitors make the trip to Orlando each year. Approximately 45.9 million of those guests are domestic visitors and 3.5 are international visitors.

What is the population of Orlando?

The population of Greater Orlando is approximately 2.8 million. Greater Orlando consists of Orange, Osceola, Seminole and Lake counties.

How large is the Orlando area?

At the approximate geographic center of the state, the three-county Orlando area consists of 2,856 square miles making it the approximate size of Austin, Texas or Stockholm, Sweden. Orlando is situated approximately 150 miles from the Florida/Georgia border to the north, 50 miles from the Atlantic Coast to the east, 75 miles from the Gulf Coast to the west, and 370 miles from the Florida Keys at the southern tip of the state.

How many hotels and guestrooms are in Orlando?

The greater Orlando area contains approximately 450 hotels and 113,000 hotel guestrooms. There are also more than 26,000 vacation home rentals available and more than 16,000 vacation ownership units.

How many restaurants are in Orlando?

There are more than 5,300 restaurants in the area with continental and ethnic cuisine in unique settings including upscale and fine dining.

What is the largest employment industry in Orlando?

The tourism industry accounts for more than 236,556 jobs in Central Florida, making it the region's largest employer.

Who are the major employers in Orlando?

The three major employers are Walt Disney World Co. (59,500), Orange County Public Schools (26,000) and Florida Hospital Orlando (16,002).

What are some of the other major industries in Central Florida?

Other major industries in Orlando include life science and biotechnology, digital media, aviation and aerospace and high-technology industries such as optics/photonics and simulation.

Does Orlando have a downtown area?

Orlando's downtown is a thriving residential and business center that is constantly growing. With Lake Eola as its centerpiece, downtown Orlando offers a variety of dining, shopping and nightlife options for visitors. There are a number of historic neighborhoods to explore including Thornton Park, Orlando's center of new urbanism; College Park, a mix of bungalows and turn-of-the-20th century

manes; and Winter Park, full of tree-shaded avenues and unique shops and restaurants.

What's the weather like in Orlando?

October - May Average Daily Temperatures

Days - Low 70s F (22 C) to mid 80s F (27 C)

Nights - Low 60s F (16 C) to high 60s F (20 C)

June - September Average Daily Temperatures

Days - Upper 80s F (27 C) to mid 90s F (32 C)

Nights - Upper 60s F (20 C) to mid 70s F (25 C)

Do most businesses in Orlando accept traveler's checks and credit cards?

Traveler's checks in U.S. Dollars and major credit cards are widely accepted at most Orlando businesses.

Is there public transportation available between my hotel and the theme parks?

Please visit this link: orlandoinfo.com/transportation. Also, please check with your hotel to inquire about scheduled transportation service.

What is the economic impact of tourism in Orlando?

Tourism has generated \$31.1 billion for the Central Florida area.

What are the contact numbers for the City of Orlando?

The main number is 407-246-2121. The 24-hour information hotline is 407-246-2000. For more information, visit cityoforlando.net.

Is Disney World actually in Orlando?

Yes and no. Half of the property resides in Orlando while the other half resides in Lake Buena Vista.

How many acres is Disney World?

The Disney World area covers 30,500 acres.

Other than the theme parks, what else is there to do in Orlando?

There are plenty of activities to enjoy in Orlando. Visitors can shop at one of Orlando's many outlet centers, themed shopping villages or nine regional shopping malls. For a cultural experience, guests can visit an area art or history museum or enjoy a performance at one of the numerous performing arts venues in the area. Sport lovers will enjoy the 176 golf courses, 800 tennis courts and 2,000 lakes for swimming, fishing, boating and water skiing. Orlando offers a wide variety of themed restaurants and dinner theaters. Visitors will also enjoy the diverse nightlife at downtown Orlando or at the many clubs near the attractions.

Do Canadian travelers require passports to visit the United States?

Yes. As of Jan. 23, 2007, a passport is now required for Canadian visitors who will be flying or driving to the United States. For more information, visit www.getapassportnow.com.

66th Quadrennial Convention 2009

This information was provided by the Orlando Convention and Visitors Bureau.



Past Conventions

1st	New York, NY	1893	34th	Cleveland, OH	1938
2nd	Chicago, IL	1894	35th	Louisville, KY	1940
3rd	Boston, MA	1895	36th	Columbus, OH	1942
4th	Detroit, MI	1896	37th	St. Louis, MO	1944
5th	Buffalo, NY	1897	38th	Chicago, IL	1946
6th	Omaha, NE	1898	39th	Cleveland, OH	1948
7th	Cincinnati, OH	1899	40th	Detroit, MI	1950
8th	Brooklyn, NY	1900	41st	Minneapolis, MN	1952
9th	Toledo, OH	1901	42nd	Cincinnati, OH	1954
10th	Norfolk, VA	1902	43rd	Kansas City, MO	1956
11th	Columbus, OH	1903	44th	St. Louis, MO	1958
12th	Milwaukee, WI	1904	45th	Chicago, IL	1960
13th	Pittsburgh, PA	1905	46th	Las Vegas, NV	1962
14th	Boston, MA	1906	47th	Louisville, KY	1964
15th	Norfolk, VA	1907	48th	Detroit, MI	1966
16th	Minneapolis, MN	1908	49th	Kansas City, MO	1968
17th	Springfield, OH	1909	50th	Cincinnati, OH	1970
18th	Washington, DC	1910	51st	Milwaukee, WI	1972
19th	Niagara Falls, NY	1911	52nd	Los Angeles, CA	1974
20th	Peoria, IL	1912	53rd	Minneapolis, MN	1976
21st	Seattle, WA	1913	54th	Hollywood, FL	1978
22nd	Chicago, IL	1915	55th	Hollywood, FL	1980
23rd	Cleveland, OH	1917	56th	Winnipeg, MB	1982
24th	Ottawa, ON	1919	57th	Bal Harbour, FL	1984
25th	Cleveland, OH	1920	58th	Hollywood, FL	1986
26th	Cincinnati, OH	1922	59th	Reno, NV	1988
27th	Cincinnati, OH	1924	60th	Hollywood, FL	1990
28th	Cleveland, OH	1926	61st	New York, NY	1993
29th	Detroit, MI	1928	62nd	Miami, FL	1995
30th	Los Angeles, CA	1930	63rd	Toronto, ON	1998
31st	Columbus, OH	1932	64th	Chicago, IL	2001
32nd	Louisville, KY	1934	65th	Honolulu, HI	2005
33rd	Kansas City, MO	1936			



History of ORLANDO

Orlando, once known solely for its cotton, cattle and citrus industries, has evolved tremendously to become one of the world's leading vacation destinations. Some highlights from the destination's evolution are listed below:

- Originally named Jernigan after Aaron Jernigan who came from Georgia and settled here in 1843, Orlando grew slowly around an old Army post - Fort Gatlin - that had been abandoned in 1849. The town's name was permanently changed to Orlando in 1857.
- Cuba's demand for beef cattle led to Orlando's growth in the cattle industry prior to 1863. With the growth came widespread cattle rustling.
- As more settlers began working the fields, the small community soon found itself located in the middle of a large cotton plantation. "Orange fever" took over in 1870, and Orlando's residents began planting seeds in the land that once yielded cotton.
- Orlando began taking steps toward becoming a world-class vacation and recreation mecca when Cypress Gardens Adventure Park opened its doors in 1936. Walt Disney World Magic Kingdom was next to open its gates in 1971. SeaWorld Orlando followed suit when it splashed open in 1973 and Universal Orlando opened its doors in 1990.
- While Orlando's tourism industry made headlines with the development of world-renowned theme parks, Orlando got on the fast track, becoming one of the country's leaders in the meetings and conventions industry.
- Orlando continues to grow, offering nearly 100 attractions, 112,000 hotel rooms and more than 5,300 restaurants, as well as the second largest convention center in the nation. Tourism has become the leading industry for Central Florida with approximately 50 million visitors annually and an economic impact of \$29.6 billion

66th Quadrennial Convention 2009

**IMPORTANT MESSAGE FOR ALL LOCALS
AND CONVENTION DELEGATES**

Save the Date

**A Special Plenary Training Session to launch
the IATSE International's Education Initiative**

**Sunday, July 26, 2009
4:00 p.m. to 6:30 p.m.**

**at the
2009 Quadrennial Convention**

Instructors from the National Labor College in Silver Spring, Maryland (formerly The Meany Center) will conduct a training session designed especially for IATSE delegates. Among the topics presented will be: The importance of a well organized union to the Labor Movement; Internal Organizing; Union Administration; Essentials of successful organizing across the crafts; Developing leaders and activists for a winning organizing campaign and a stronger organization; and Building solidarity through effective internal communications.

What's your vision of your Local and the IATSE in five years? This session will set the stage for the International's ongoing educational outreach. Resources for continuing education for Local leadership and membership will be explored.

Established as a training center by the AFL-CIO in 1969 to strengthen union member education and organizing skills, the National Labor College is now the nation's only accredited higher education institution devoted exclusively to educating union leaders, members, and activists. In partnering with the NLC in this Educational Initiative, the IATSE is determined to position our locals, our members, and their leaders to play a more vital role in protecting and promoting our workers' interests.

**All delegates are invited and
strongly urged to attend.**

LET'S GET ORGANIZED!

Past Practice versus Zipper Clause

Past practice is a course of conduct based on mutual agreement between a union and management. Such practices are binding on both parties as if they were in writing. They include longstanding benefits, privileges and personal rights that do not conflict with the written collective bargaining agreement.

A zipper clause is a provision that "zips up" a collective bargaining agreement by stating that the parties have had the right and opportunity to bargain over all mandatory subjects of bargaining and that they waive their right to bargain over any matters during the term of the agreement.

Management likes the zipper clause because it means that whatever is not in the contract, does not exist. The union can only enforce those benefits or rights which are found in the contract.

But the question remains whether an enforceable practice can arise in the middle of the contract term. Take the case where management and the union mutually acknowledge how to do something and then they follow it (clear, long, and repeated). In the union's eyes, it becomes a benefit. In management's eyes, it is just a way of doing business or a discretionary act on their part.

The union takes the case to arbitration. Management can argue that the zipper clause zipped out the practice. But the union can also argue that the contract could only zip out those practices which existed at the time the contract was signed. Since the practice arose in the middle of the contract term, can the zipper clause still apply?

There are usually other issues in a case (especially whether the practice has a "home" in other contract language, even if not specifically stated). Bottom line is that a zipper clause has a limit.*

CITING A PRIOR ARBITRATION AWARD

At conferences, arbitrators have told the audience that too many advocates cite published decisions that are not relevant. The cited cases are so far off-the-point that the arbitrator wonders whether the advocate even read the case.

Arbitrators also advise advocates to be careful about citing well-known labor law treatise Elkouri & Elkouri as standing for a proposition. That book often gives multiple view points because the authors sought to look at and include a wide spectrum of arbitration decisions. Do not give your arbitrator citation of many cases from Elkouri & Elkouri without explaining what the cases stand for.

Finally, be careful about arbitrating an issue repeatedly. Most arbitrators will follow a prior decision. This is because arbitrators are in the business of maintaining the stability of the labor-management relationship. And to have a different decision every couple of months or couple of years is not good for the parties' relationship.*

* From Labor Arbitration Institute for more information, visit www.laborarb.com

THE IMPORTANCE OF BEING THOROUGH

Remember to conduct a thorough investigation in preparation for grievance meetings and arbitration. Many union advocates have won arbitrations by simply exposing an employer's weak investigation of the incident that led to discipline. In fact, one of the elements of just cause is a requirement that an employer have investigated the incident leading to discipline. This includes interviews of witnesses and a complete review of all relevant documents. However, it is not sufficient simply to state that an employer's investigation was lax. The union itself must conduct a thorough investigation in preparation for arbitration and should be able to cite specific examples of carelessness and/or oversight in the employer's investigation. These facts may be all that an arbitrator needs to overturn the discipline or otherwise to rule in favor of the union. As you investigate, keep in mind that punishment should generally be consistent with the manner in which similar cases have been handled in the past, and be familiar with this information, as well.

Workers Call on Congress to Rebuild America

On February 5th, over 400 union men and women – from warehouse workers, airport workers, sanitation workers, nurses, janitors and many others, including officers and representatives of IATSE West Coast locals, marched 10 miles from Downtown Los Angeles to the Federal Building on the Westside, all while calling on Congress to rebuild America with good jobs by passing the Employee Free Choice Act, federal legislation that will allow workers to earn better wages, health care and retirement benefits by signing a card to join a union. The legislation would also strengthen penalties for companies that illegally coerce or intimidate employees in an effort to prevent them from joining a union.

Marchers and community supporters gathered at the Los Angeles County Federation of Labor, AFL-CIO where the march began on Olympic Boulevard. All along the 10 mile route, workers held several events that high-

lighted some of the issues facing working men and women all across the country—from the foreclosure crises to the struggles of workers who are fighting to earn livable wages by joining a union. The march ended with a rally behind the Federal Building (Westwood Park) in Westwood at 5:00 p.m.



From left to right: International Representative Ron Garcia, Marilyn Giardino, Local 871, Betty Madden, Local 892, James “dooner” Keogh, Local 871, Sandra Howard, Local 800, Paul Ahrens, Local 44, International Representative Peter Marley, Lydia Zimmer, Local 800, Riley Koczera, Local 800, Peter Koczera, Local 800, Marvin Davis, Local 683, and Local 600 member.

Pre-Inaugural Reception

On Monday, January 19th, the IATSE co-sponsored a pre-Inaugural reception in Washington, D. C., along with representatives of the other affiliates of the Arts, Entertainment and Media Industry unions and guilds, including AFTRA, AFofM, Actors Equity, SAG and the AFL-CIO’s Department for Professional Employees.

Among those who attended the reception were representatives of all the participating labor organizations as well as invited guests which included elected officials and their staff, celebrities and other union affiliates.

The spirit in the City of Washington was overwhelming with the masses celebrating the change about to take place the very next day as President Barack Obama was inaugurated.



International Vice President Walter Cahill spoke on behalf of the IATSE.

The evening was a success with a wonderful turnout and along with a unified spirit among the participating AEMI unions, the event served to bring greater visibility to the labor community of the entertainment industry. Our participation reinforced the importance of having our voices heard in Washington, D.C. as well as in local and state government across the nation.

From left to right: Assistant to the President Deborah Reid, International Vice President Walter Cahill, Arlene Holt Baker, Executive Vice President of the AFL-CIO and International Vice President John Ford.



AN AWARD OF APPRECIATION FOR THOMAS C. SHORT

On December 10, 2008, International President Emeritus Thomas C. Short was presented with a plaque for his service and dedication on behalf of the General Executive Board and the staff of the IATSE. The IA extended its heartfelt thanks and best wishes for a well-deserved retirement.

General Secretary-Treasurer James Wood, International President Emeritus Thomas Short and International President Matthew Loeb.

IATSE VISITS CITY HALL

On a visit to City Hall in lower Manhattan, President Matthew Loeb and Assistant to the President Deborah Reid met with New York City Mayor Michael Bloomberg at his office in the “bullpen”.





CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employes, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. in the Regency Ballroom of the Sheraton Uptown Albuquerque in Albuquerque, New Mexico on Monday, January 26, 2009.

ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB,
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
ANTHONY DePAULO,
Fifth Vice President/
Co-Division Director, Stagecraft
DAMIAN PETTI,
Sixth Vice President
BRIAN J. LAWLOR,
Seventh Vice President/
Co-Division Director, Stagecraft
MICHAEL F. MILLER, JR.,
Eighth Vice President/
Division Director, Motion
Picture and Television
JOHN T. BECKMAN, JR.,
Ninth Vice President
DANIEL E. DiTOLLA,
Tenth Vice President/
Division Director, Organizing

JOHN FORD,
Eleventh Vice President
JOHN M. LEWIS,
Twelfth Vice President/Director
of Canadian Affairs
CRAIG P. CARLSON,
Thirteenth Vice President

In addition to the members of the Board, those present included General Secretary-Treasurer Emeritus Michael W. Proscia, Retired Vice President Rudy N. Napoleone, International Trustees C. Faye Harper, George Palazzo, and Thomas Cleary; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Division Director of Trade Show & Display Work William E. Gearns, Jr.; International Representatives Ben Adams, Ira Alper, Michael David, Sandra England, Don Gandolini, Jr., Scott Harbinson, Greg Kasper, Mark Kira-cofe, Gavin Koon, Daniel Mahoney, Peter Marley, Julia Neville, Paul Taylor, Robert A. Trombetta, Patricia A. White and Joel Youngerman; Special Representatives Ronald G. Kutak; Assistant to the Editor MaryAnn Kelly; New York Office Manager Colleen Paul; Executive Assistant to President Loeb Anne Mankos; Executive Assistant to General Secretary-Treasurer Wood Barbara Jackson, West Coast Office staff member Terri Simmons and New York office staff member John Salerno.

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, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 12, Columbus-Newark-Marysville-Delaware, OH; 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.; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 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; 76, San Antonio, TX; 110, Chicago, IL; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 212, Calgary, AB; 274, Lansing-East Lansing-Jackson-Saginaw-N. Central Michigan-Traverse City-Cadillac-Alpena, MI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 415, Tucson, AZ; 423, Albuquerque-Roswell-Santa Fe, NM; 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; 485, State of Arizona; 488, Pacific Northwest; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 495, San Diego, CA; 536, Redbank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 669, Western Canada; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States, CA; 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; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-

no-San Jose-Concord, CA; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; USA 829, United States; 835, Orlando, FL; 839, Hollywood, CA; 843, Orlando, FL; 849, Atlantic Canada; 869, Albuquerque, NM; 871, Hollywood, CA; 883, Cleveland, OH; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory, Canada; 892, Hollywood, CA; 927, Atlanta, GA; 18032, (ATPAM) New York, NY; B-18, San Francisco, CA and B-27, Cleveland, OH, and B-192, Hollywood, CA.

HOST LOCALS

The Host Locals for this meeting of the General Executive Board were Locals 423, 480 and 869. Representatives of each of the Locals appeared before the Board at the opening session of the meeting and on behalf of all Locals extended a warm welcome to the Board and all attendees. The Locals offered any assistance throughout the week that might make the Board's visit more enjoyable. The Board was also informed that the City of Albuquerque would soon be celebrating its 400th Anniversary.

On behalf of the Board, President Loeb expressed his appreciation and

gratitude to the Host Locals and looked forward to a successful and enjoyable week. He also stated that the Albuquerque Locals are some of the most effective and progressive local unions in the IATSE.

INTRODUCTIONS AND ANNOUNCEMENTS

President Loeb introduced to the Board newly appointed International Representative Peter Marley who recently joined the International at the IA's West Coast Office. Representative Marley has been a member of Stage Local 33 since 1982 and served two terms as the Local's Business Agent.

In addition, President Loeb announced the recent appointment of Special Representative Dave Garretson who is working on a part-time basis at the New York office and is concentrating his efforts on organizing and other assignments. Representative Garretson has a long history with the IATSE as a prior representative and stagehand.

President Loeb also announced that he recently engaged the services of a Research Analyst, Maureen Mintzer, who works in the New York

office on a part-time basis and is assisting in various areas where research is extremely helpful. Ms. Mintzer is also an attorney.

Finally, President Loeb read a letter from International Representative Scott M. Haskell who announced his desire to enter into retirement. President Loeb informed the Board that he accepted Representative Haskell's retirement and expressed his thanks for Scott's many years of service and dedication to the International.

ACTORS' FUND SPECIAL PRESENTATION

Joe Benincasa, Executive Director of the Actors' Fund of America for Everyone In Entertainment, made a special presentation to the Board and all those in attendance at the meeting.

The Actors' Fund is a nationwide human services organization that helps entertainment industry professionals in theatre, film, television, music, opera, and dance in times of need, crisis, and transition. President Loeb is a member of the Actors' Fund Board of Directors.

The Fund offers a broad spectrum of programs, including comprehen-



The representatives of the Host Locals greeted the members of the Official Family, to start of the meeting in Albuquerque, New Mexico.



sive social services, emergency financial assistance, health services, employment and training, young performers programs and supportive and affordable housing.

In 2008, the Actors' Fund assisted 10,745 people in 46 states. Of that number, 1,399 were IATSE members in 25 states. Emergency assistance in the amount of \$1.2 million was provided to 727 IATSE members. During the Writers' strike in 2007, 62% of all funds distributed with regard to the strike were given to IATSE members. The Actors' Fund will launch a fund raising campaign in March 2009 with a goal of reaching \$12.5 million, and thus far has received pledges totaling \$5.9 million toward that goal. President Loeb implored all local unions to contribute to the Fund and to advise their members of the services offered by the Fund. The I.A.T.S.E. makes an annual contribution of \$12,500 and has done so consistently for many years. President Loeb entertained a motion to double that contribution on a one-time basis to \$25,000. The motion was duly sec-



Joe Benincasa, Executive Director of the Actors' Fund of America, with International President Matthew Loeb.

onded and unanimously approved by the Board.

MOMENT OF SILENCE

President Loeb advised the Board that he was informed of the passing of Brother Lorry Richter, who served as President of Costumers Local No. 705 for the past several years with great dedication to his membership. Brother Richter passed away on Sunday, January 25, 2009.

In memory of Brother Richter, President Loeb asked that all rise in a moment of silence.

The Board extended its condolences to Local 705 and the family of Brother Richter.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood appeared before the Board and presented the following report:

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.

At the present time there are 25 local unions that have completed their training and are now using the new system to file quarterly reports electronically, purchase per capita stamps and supplies and maintain their membership information. There are another 14 local

unions that have been contacted to commence training and we are waiting for them to schedule a time for training and there are another 29 local unions that have reserved their place in line and will be contacted during February and be granted access.

While these 68 local unions only represent approximately 17% of our local unions, because of the size of their memberships, they represent just over 48% of the membership of the Alliance. Once these locals and others are using the new system there will be a substantial amount of efficiencies created in the General Office.

Access to the new membership database has also been granted to all International Officers and Representatives that have requested it. This will provide our representatives with immediate access to information while working in the field.

Local unions that wish to begin using the new system should contact the General Office and reserve a place in line for training.

Local Union 2009 Supplies

The process of sending the 2009 supplies to our local unions began in late November. Supplies were sent to those local unions that had filed their first three Quarterly Reports for 2008 and purchased the necessary amount of per capita stamps for 2008.

As of the commencement of the General Executive Board meeting, all but 29 of our 398 local unions have complied with the reporting and per capita stamp purchase requirements and now have their 2009 supplies and membership cards.

In addition to the standard set of supplies and membership cards, this

year our local unions were provided with updated Sample Constitution & Bylaws For Local Unions booklets and updated Local Union Secretary and Treasurer Handbooks.

66th Quadrennial Convention Preparations

The International Convention will take place this July at the Walt Disney World Dolphin Hotel in Orlando, Florida. The mid-summer meeting of the General Executive Board will precede the Convention and take place from July 20-24, 2009 and the Convention itself will take place from July 27-31, 2009. The District meetings will occur during the weekend between the conclusion of the Board meeting and the start of the Convention.

It was recommended that reservations at the Convention hotel should be made as soon as possible. A link is already available on the IA Web site for that purpose. Airline reservations should also be made as early as possible since in accordance with the International Constitution and Bylaws the International reimburses delegates the amount of "30-day advance" ticketing. Local unions must remit per capita tax payments for the first two quarters of 2009 and submit the 1st Quarter Report for 2009 before credentials can be sent and/or airline reservations can be made on the IA Master Account.

The next two issues of the Official Bulletin will contain a large amount of convention information and there will be a 2009 Convention section on the International's Web site.

Status Report On The International's Finances

In light of the financial turmoil throughout the second half of 2008,

which unfortunately has continued into 2009, General Secretary-Treasurer Wood felt it appropriate to update the General Executive Board on the status of the International's finances.

The International has had a history of avoiding the equity markets because of a desire to reduce risk exposure and pursue the goal of capital preservation. Prior to 1995, the assets of the International were not sizeable, but since that period the assets have grown significantly and as of fiscal year-end April 30, 2008, the investment assets in the General Fund had grown to over \$33 million.

Approximately 90% of the U.S. General Fund is invested with bond manager Neuberger Berman and the remainder is invested in two Oppenheimer bond funds. The Canadian General Fund is invested with BMO-Harris Private Banking in a bond account. All of the funds have a bias towards shorter duration.

The net result of all the accounts was a positive return after fees, which given the current economic environment and the conservative nature of the investments is extremely positive.

Department Of Labor Update

As has been previously reported to the Board, the Department of Labor (DOL) has been working for approximately eighteen months on revisions to Form LM filings. Everything from requiring more information for union officers on the Form LM-2 to examining the elimination of the shorter LM-3 and LM-4 has been under review.

On January 21, 2009 the DOL published the final rules in the Federal Register. The document is 144

pages long of extremely small print and continues to pursue the agenda of the Bush administration to attempt to cripple labor with burdensome reporting requirements.

The rule was intended to go into effect 30 days after publication and would apply prospectively to labor organizations whose fiscal years begin on or after July 1, 2009.

On January 20, 2009, a memorandum was prepared by Rahm Emanuel, the Assistant to the President and Chief of Staff, and sent to all departments and agencies. The memo essentially states that all agencies are directed to withdraw any rules that had been sent to the Federal Register for publication and not send over any others. Obviously the DOL either did not receive or did not comply with the memo.

It is unclear what exactly will happen next but it is expected that the Obama Administration will not allow these new rules to go forward.

INS Visa Processing Fees

Beginning in 2003, the International began charging fees for consultation responses for INS Visas. As was reported to the General Executive Board during the mid-summer meeting in San Diego, California, the amount generated during fiscal year-ended April 30, 2008 was over \$435,000. When these fees were first introduced the General Executive Board decided to direct those fees to the U.S. Defense Fund.

In August 2008 the General Executive Board approved a recommendation to begin directing those fees to the International's Building Fund and effective September 2008 that change was implemented and has resulted in



approximately \$120,000 being contributed to that account.

In other Finance Department news, it was reported that the International continues to receive royalty payments from both the AFL-CIO credit card program and other Union Privilege programs. During 2008, we received royalty payments that totaled \$198,734.

The Board accepted the report.

REPORT OF THE BOARD OF TRUSTEES

International Trustees George Palazzo, C. Faye Harper, and Thomas Cleary presented the Report of the Board of Trustees covering the period from May 1, 2008 through September 30, 2008.

The Trustees extended their appreciation to General Secretary-Treasurer James B. Wood and his excellent staff for their assistance and cooperation in the review of the financial affairs of the International.

The Board accepted the Report with thanks.

APPEAL OF LOCAL NO. 58, TORONTO, ON V. INTERNATIONAL

An appeal had been submitted to the General Executive Board by Local

58 from a decision of the International President.

Immediately prior to their scheduled appearance, Local 58, Toronto, advised the General Executive Board in writing that it was withdrawing its appeal to the Board.

LOCAL NO. 2, CHICAGO, IL

International Vice President Craig Carlson, who also serves as Business Agent of Local 2, appeared before the Board to report on organizational efforts and newly negotiated contracts. Local 2 was able to organize and negotiate agreements with the following companies; "A Sound Choice" (an audio company servicing several venues), "The Sound Co-Op" (which provides audio gear to the Chicago Symphony Center, Abbot Laboratories and corporate events), "Marcus Theater Corporation" (screen, drape and audio in movie theatres), "Secoa Inc." (rigging throughout Midwest venues) and "UPA Production Services" (NHL's Winter Classic hockey game at Wrigley Field).

Additionally, the Local renewed a five year term agreement with "McCormick Pier and Exposition

Authority" for the Sky-Line Theatre and Navy Pier.

All these efforts were accomplished with substantial wage and benefits increases and enabled the admittance of 49 new members to the Local's roster.

Vice President Carlson acknowledged and thanked Local 2 Secretary-Treasurer Thomas Cleary and President Kelly Kerins for their monumental assistance and support. He added a special note of gratitude to Retired International Vice President and Local 2 Business Manager Emeritus Daniel Kerins.

President Loeb commended Vice President Carlson and Local 2 for their extraordinary efforts. He further noted that these efforts had secured IATSE work in areas which other unions may have had their eyes on. He commended the approach of securing term agreements as the best option for protecting IATSE jurisdiction and noted that the Employee Free Choice Act, if passed, may present future problems in protecting traditional IATSE jurisdiction. He also noted that he attended a ribbon-cutting ceremony at the Local's new offices in Chicago where its meeting hall was, most appropriately, dedicated as the "Daniel J. Kerins Hall". Also in attendance at the ceremony were International President Emeritus Thomas C. Short, International Vice President J. Walter Cahill, Assistant to the President Deborah A. Reid and International Representative Ira S. Alper.

LOCAL NO. 129, HAMILTON, ON

Assistant to the President Sean McGuire, Local 129 President Brian Pincombe and Secretary-Treasurer Cindy Jennings appeared before the

Board to report on the successful, although long and difficult negotiations with Hamilton Entertainment and Convention Facilities, Inc. (HECFI), the Local's largest employer. The negotiations were complex because of the decision to combine the Local's three separate collective agreements with each of HECFI's facilities into a single collective agreement. Harmonizing common issues and definitions, removing redundancies while still preserving hard won differences between the facilities was an arduous and long process. At the end of the 15 months of negotiations, significant increases were not only achieved for stagehands but even more substantial increases were obtained for the wardrobe department to bring them at least within sight of wage parity with stagehands. Even so, the requirements of the Ontario Pay Equity Act have not yet been met, and the Employer has agreed to redo the pay equity evaluation with changes to be retroactive to 1992. Lastly, and equally importantly, notwithstanding the employer's longstanding opposition, the Local was successful in having the facility attendants at Copps Coliseum (who had been organized in July 2007) included in the collective agreement, gaining for them all of the significantly enhanced terms and conditions of the collective agreement. The Local expressed its gratitude for all of the assistance afforded by the International, and particularly for the efforts of Assistant to the President Sean McGuire.

President Loeb complimented the Local on its perseverance which resulted in this achievement.

LOCAL NO. 491, STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA

Brothers Jason Rosin, Business Agent, and Andrew C. Oyaas, Secretary-Treasurer, made an appearance before the Board to give an update on the compliance audit software program they have developed that can be applied for any production utilizing Studio Mechanics. This program is different from the IA's Low Budget Compliance Audit and focuses on contract terms as opposed to budget caps. It provides information that can be utilized to support grievances.

Sample reports were presented as a part of this report demonstrating the manner by which payroll data is formatted, color coded, and presented in a way that simplifies the data and makes it much easier to identify problematic areas. It increases the ability to access information, helps to manage expectations, and has strengthened Local 491's ability to identify and rectify compliance issues.

This program has been utilized and adopted by other IA Studio Mechanic locals. It was noted that Local 491 has never conducted an audit and not found something. The program has been a valuable tool and others were encouraged to give it a try.

President Loeb emphasized the importance of enforcing our contracts and stated that this responsibility starts with the local unions and commended Local 491 on their efforts in this regard.

LOCAL NO. ONE, NEW YORK, NY

Local One President James J. Claf-

fey, Jr., Theatre Business Manager Kevin McGarty, Television Business Manager Robert Nimmo, and Organizing Chairman Daniel Gilloon, appeared to report on the efforts of Local One's organizing efforts of the Local, as follows:

Manhattan Theatre Club (MTC): The MTC is a LORT theatre that produces seven plays in two different locations. Local One acquired 25 authorization cards and was denied voluntary recognition, however, the Local proceeded to a representation election in which the Local was victorious. Eighteen employees voted with twelve electing to join Local One. A four-year agreement was reached with increases in benefits and wages over the life of the agreement. Holiday, vacation, and sick pay are also provided.

Lehman Center for the Performing Arts: Local One acquired 35 authorization cards and the NLRB conducted an election in which the Local prevailed by a vote of 22-0. The Employer fired several employees which resulted in a ULP being filed and the employer being forced to pay back wages. Negotiations have started for a collective bargaining agreement.

92nd Street Y-Tribeca: Local One approached this employer with which they have an existing collective bargaining agreement, to expand their recognition to another theatre they control, i.e. 92Y-Tribeca. The employer refused to grant Local One's request and as a result they requested strike authorization. It was after this request that the employer agreed to fold in the new venue to the existing CBA.



International Trustees George Palazzo, Thomas Cleary and C. Faye Harper reported to the Board the financial status of the IATSE.



Reporting on Canada, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Vice President John Lewis, International Vice President Damian Petti, International Representatives Paul Taylor and Julia Neville, and Canadian Counsel Bernard Fishbein.

It was also reported that a new section of the Local's Web site is specifically dedicated to organizing.

CANADA

International Vice Presidents John Lewis and Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville and Paul Taylor, CLC Delegate Kelly Moon, and Canadian Counsel Bernard Fishbein reported to the General Executive Board on developments in Canada since the last General Executive Board meeting in San Diego in July 2008.

With the assistance of the International, Local 173 (Ontario – projectionists) has entered into separate merger agreements with various stage locals in Ontario, namely, Local 58 in Toronto, Local 105 in London, Local 357 in Stratford and Local 471 in Ottawa. The merger agreements have now been approved by the International President and ratified by the membership of each Local and as of the fourth quarter in 2008, the remaining members of Local 173 have been given membership in the appropriate stage local.

Local 212 (Calgary) has become the first Canadian local to organize

and represent motion picture tutors. This was one of the two remaining departments in Alberta to be without union representation and five tutors have now been brought into membership in Local 212 and the Local's agreement amended to include them.

Local 262 (Montreal) has finally prevailed in its campaign to represent over 100 front of house employees at the Cinema Brossard Quartier Dix/30, a popular 16 screen venue with restaurants and two live performance spaces on Montreal's south shore. After initially receiving an unfavourable ruling from the Quebec Labour Board, the Local was successful in having that ruling overturned at a hearing on November 12, 2008. Cineplex has confirmed that they will not appeal the certification any further. Negotiations for a first collective agreement are to begin soon. Unfortunately, the Local has been unable to successfully conclude a first agreement for projectionists and front of house staff working at the AMC Theatre located in the old Montreal Forum (who had been organized last year). As a result, the Local is seeking first contract arbitration pursuant to Quebec labour law with the assistance

of International Representative Paul Taylor and with support from the International's Defense Fund.

As previously reported, Local 295 (Regina) had filed an application for certification with the Saskatchewan Labour Board for a group of production employees working for Partners In Motion Pictures Inc., a media production and distribution company. However, a provincial election had intervened, the prior government had been defeated and the new government not only substantially revised the Labour Relations Act in a very anti-labour manner, but fired the entire Saskatchewan Labour Board. In the midst of this turmoil, the application by Local 295 was not processed. Finally, only in January 2009, a full year after the application was filed, has the Saskatchewan Labour Board ordered a representation vote. International Representative Barny Haines is continuing to work with the Local to win this representation vote.

As previously reported at a number of General Executive Board meetings, ongoing negotiations had been taking place with the government of Quebec and AQTIS, the rival union in Quebec, to resolve the juris-

dictional boundaries with Local 514 and Local 667 after their successful organizing campaign in Montreal over the last number of years. An agreement had been reached in the Spring of 2008 which the government introduced in legislation (Bill 90), but the government withdrew the Bill after criticism by the Quebec Producers Association and other cultural groups. Mediation recommenced in the fall of 2008, and another slightly varied agreement was reached. Again, the government was to introduce legislation in the fall legislating this agreement, but this did not occur when a provincial election was called. The government has been re-elected with a majority and in meetings in January 2009, has committed to introduce the legislation in March 2009. The situation will continue to be monitored.

Also as reported at previous General Executive Board meetings, Local 680 (Halifax) had been organizing and obtaining collective agreements with the major employers within their jurisdiction over the last two years. Recently, Tour Tech East, one of the last major unsigned employers, has signed a three year agreement with the Local.

Local 822 (Toronto – Theatrical Wardrobe, Hair and Make-up), recently and successfully negotiated a second collective agreement with Dancap Productions that significantly increases wages and established five hour minimum calls. The contract is significant not only because Dan Cap has become a major theatrical producer in Toronto, but throughout Canada through its role in Broadway across America and Broadway across Canada.

Local 873 (Toronto – Motion Picture Technicians) continues to make important strides in capturing a greater percentage of indigenous production within its jurisdiction. With the vast majority of the US productions in Toronto covered by IATSE agreements, the Local is fully aware that it needs to secure work with a larger number of indigenous productions that shoot in Toronto (and tend to be lower budgeted) in order to eliminate its competitor, NABET. In the last seven months, Local 873 has secured agreements on four MOW's, two independent features and two television series. The producers of each of these projects have previously shot only with NABET.

The Canadian Entertainment Industry Retirement Plan (which was formed with the merger of the Directors Guild of Canada Retirement Plan into the IATSE Canadian National Retirement Plan which was approved at the previous General Executive Board meeting in San Diego) continues to grow and prosper. The Plan recently expanded with the acceptance of the employees of EP Canada, the largest payroll service operating in the Canadian industry. The request of EP Canada to be part of the Plan confirms that the Plan is superior to anything currently available in the entertainment industry in Canada. Discussions have commenced with Canadian Actors Equity about their joining and participating in the Plan.

There was a federal election in Canada on October 14, 2008. The Conservative Party, which formed a minority government was re-elected, but failed to secure a majority of seats and will continue as a minority gov-

ernment. Since it requires the support of other parties to survive in the Canadian parliament, it is hoped that this minority government will not be particularly anti-labour in its initiatives. For the second straight federal election, the International mailed non-partisan election material to all Canadian members urging them to vote.

As reported earlier, IATSE joined the opposition to Bill C10, an omnibus federal bill, which would have made changes to the Income Tax Act allowing the federal Heritage Minister to deny tax credits to any Canadian motion picture or television project the government deemed offensive. International Vice President Lewis had testified before the standing Senate Committee on Banking, Trade and Commerce in opposition to the Bill. Faced with the mounting criticism of the government's treatment of the arts and culture industry, Prime Minister Harper announced that Bill C10 would be withdrawn during the election campaign in the fall of 2008.

At the 2008 Canadian off-year Convention, Districts 11 and 12, had passed similar motions seeking the assistance of the International in preparing a report to examine the manner in which Canadian locals were providing health benefits to their members in order to make recommendations to assist the locals in coordinating efforts to achieve cost savings and hopefully increase benefits. A health benefits working group was struck during the summer of 2008, and had been working with a consultant to assist in preparing this report. The International is paying half the costs



with each District splitting the remaining half. Representatives from across the country as well as International Representatives Julia Neville, Barny Haines and Paul Taylor sit as the working group. Four information surveys have already been created and distributed to each Canadian local. A final report is scheduled to be completed in the coming months.

The Canadian office has been finalizing a comprehensive legal data base listing all legal decisions involving the IATSE in Canada. The different industries that IATSE members work in has often resulted in unique treatment by labour boards, courts and arbitrators. Easy access to these decisions will hopefully assist locals (and particularly new officers) to understand how the many issues facing the IATSE have previously been resolved legally. The data base will continuously be updated as new decisions are released and access will be available to all locals through the Canadian office.

As a result of discussions which took place with each Quebec local at the Canadian Off-Year Convention in the summer of 2008, the International agreed to design and introduce bilingual membership cards which will be used for the first time in 2009. Since French is the official language of the Province of Quebec, this is in accordance with previous decisions of the General Executive Board to translate the International Constitution and Bylaws, the Canadian touring pink contract into French and provide an abridged French version of the Bulletin, in order to better service Quebec locals and French-speaking members. Gratitude was expressed to

Assistant to the President Sean McGuire, MaryAnn Kelly from the General Office and Local 514 Administrators Chantel Varrette, for their hard work on this project.

Two changes regarding IATSE press releases in Canada have been approved by International President Loeb. As of December 2008, all press releases dealing with Canada have been translated into French and posted alongside its English counterpart on the International Web site. Secondly, Canadian press releases are now distributed through CNW, Canada's largest press release distribution service.

The IATSE continues to be an active member of the Canadian Institute of Theatre and Technology ("CITT"). At its annual conference held in Ottawa in August 2008, Adam Mitchell, a member of Local 210 was elected President of the CITT.

International Vice President Lewis also noted a few changes with respect to the office building owned by the IATSE and housing the Canadian office. The consulting firm currently leasing the bottom two floors of the Canadian office had given notice that it would not extend their lease because they had outgrown the premises. However, a one year extension was agreed to and the legal documents were being prepared to be signed. As well, a formal lease agreement between the IATSE Building Cor-



International President Matthew Loeb with Lieutenant Governor of New Mexico, Diane Denish.

poration, the actual legal owner of the building and the International Union was being drawn up with the assistance of counsel. Lastly, it was noted that Krista Hurdon, the Canadian Office Operations Manager, was about to leave on maternity leave. She will be greatly missed during her absence.

In light of the collapse of the payroll company Axium, and two production companies failing to meet their wage and benefit obligations in the past year, the International spent considerable time and resources putting together an information package to assist Locals in the event of a defaulting employer. An insolvency lawyer who works with the Canadian counsel had assisted in preparing information packages which would be distributed to every Canadian local union. The package gives advice and provides information on the following topics:

- draft contract language to create a security interest for unpaid wages and benefits so they are treated as a secured and not unsecured debt

- information on the new federal government wage protection program that pays up to \$3,000 per employee for outstanding wages and benefits, as well as additional information on comparable provincial wage protection programs
- information on suing corporate directors in their personal capacity for unpaid wages and benefits broken down province by province
- information on the ability to garnish federal and provincial labour tax credits to satisfy a claim for unpaid wages and benefits
- draft contract language to address the situation when a payroll service defaults so that it is clear that the producing employer remains liable for any outstanding wages and benefits regardless of any third party arrangement the producer may have entered into with a payroll company

International President Loeb noted that this was a progressive report, reflecting how the IATSE in Canada was working to benefit and advance the interests of its members. International President Loeb also noted an assignment that he had just made to Assistant to the President McGuire about co-ordinating with the IATSE's Trade Show Division to enhance the IATSE's presence in that industry in Canada.

CAPITOL THEATRE AGREEMENT

International Representatives Mark Kiracofe and Michael David reported on their assignment to assist Stage Local 12 in the negotiation of the

renewal of the first collective agreement for the Capitol Theatre in Columbus, Ohio pursuant to the Local's request for assistance from the International. After meeting with the bargaining unit to formulate proposals in September 2008, negotiations took place in October 2008. A collective agreement with substantial increases was reached and ratified and is now in effect. This venue had been organized by the Local and the significant increases achieved in the first collective agreement and now in this second collective agreement, had made a dramatic improvement in the lives of those members working at the theatre.

FILM & TELEVISION STEERING COMMITTEE

International Representative Julia Neville reported on this committee established by the Cultural Human Resources Council of the Canadian government to facilitate training in film and television work. Representative Neville had replaced International Vice President and Director of Canadian Affairs John Lewis as representative of the IATSE on this committee. Several meetings had occurred in the last year with representatives of employers, labour, government, and educators. Recommendations have been formulated for the establishment of provincial bodies (where none previously existed) to access available provincial funding. Initiatives have been started to establish national health and safety standards, including developing courses that would be accepted and recognized as workers travelled across provincial jurisdictions and a national training passport system that could verify such training for such travelling workers.

International President Loeb complimented Representative Neville and highlighted how important it was to be involved in the development of such national standards rather than having them imposed unilaterally on IATSE members.

GLOBAL SPECTRUM MIAMI BEACH CONVENTION CENTER

International Vice Presidents Michael Barnes and Brian Lawlor, Director of Trade Show and Display Work William E. Earns, Jr., and International Representatives Greg Kasper and Ira Alper reported on negotiations between Local 500 and Global Spectrum concerning the Miami Beach Convention Center. Local 500 officers joined the International at the bargaining table and a deal was reached in one session.

Global agreed to accept the National Agreement that the IATSE has with Global with an addendum attached to address unique circumstances to the Convention Center. The highlights of the agreement are as follows: (1) Treasurers and Ticket Sellers included for the first time, which included a 7% raise and benefits raised from 9% to 23%, (2) Local 500 maintained their traditional jurisdiction with 2% wage and 2% benefit raises with a 4% raise in March 2009. (3) Wardrobe and Local 600 jurisdiction was protected and the 8 house crew members received sick pay, bereavement and vacation pay.

Representative Alper will follow up with the Ticket Sellers joining Local 500.

The Board voted to accept and ratify the Addendum to the Global Spectrum agreement.



GLOBAL SPECTRUM RE: CANADIAN VENUES

International Vice President John M. Lewis reported to the Board on the status of recent venues in Canada whose management had recently been assumed by Global Spectrum.

The South Okanagan Event Centre and Penticton Trade and Convention Centre is a newly constructed facility in Penticton, British Columbia and a 5 hour drive from Vancouver. With the substantial efforts of International Representative Barney Haines, local wages were negotiated, a local crew was recruited and trained and a series of shows at the venue have been successfully presented. The new local crew has been admitted into membership in Local 118 in Vancouver, which will service the venue. As well, the International is assisting

Local 118 in negotiating local wages for a 7500 seat venue in Abbotsford, a bedroom community of Vancouver, which is to open in March 2009.

As a result of the successful experience in Penticton, the IATSE was again discussing with Global Spectrum the Encana Event Centre, a 6500 seat venue in Dawson Creek, British Columbia, which the IATSE had initially declined to service because of the remote location. The location would likely be serviced through Local 210 in Edmonton. Agreement had also now been reached over local terms for the WFCU Centre, a recently completed 6500 seat venue in Windsor, Ontario, which is now being serviced by Local 580. In addition, agreement had been reached for the GM Centre, a 6500 seat venue in Oshawa, Ontario, outside of Toronto,

where previously neither Local 58 (Toronto-Stage) nor 822 (Toronto-Wardrobe) had been able to gain work. New members and apprentices are being brought into Local 58 and Local 822.

Prior to these individual negotiations, Vice President Lewis, together with Vice President Barnes, had met at the corporate headquarters of Global Spectrum in Philadelphia to negotiate a Canadian supplement to the Global Spectrum agreement reflecting the different terms for benefits and statutory holidays in Canada. The International President again noted the remarkable success the Global Spectrum agreement has proven to be, and recognized the key part played by Vice President Barnes in its establishment and development. The International President also commended International Representative Haines for his diligent efforts.

GOLDCREST FEATURES

Assistant Director of Motion Picture and Television Production Daniel Mahoney and Local 700 National Executive Director Ron Kutak appeared before the Board to report on the organizing success of Goldcrest Features, Inc.

Goldcrest was originally a post-production facility that opened its doors in New York City in 2001. Local 700 began a relationship with the post-production facility by establishing a series of single production agreements on various projects.

Goldcrest Post Production recently expanded its operation in 2008 by establishing a full service production company, Goldcrest Features. Local 700 Assistant Executive Director Paul

Moore and Assistant Director Mahoney were able to initiate talks with the company that resulted in Goldcrest Features becoming a term production signatory to the IATSE. The newly signed long-term signatory has proved to be a consistent source of employment for IA members.

GREATER COLUMBUS CONVENTION CENTER

International Representative Michael David and Columbus Local 12 Business Agent Richard Shack appeared before the Board regarding negotiations between the Local and SMG for employees at the Greater Columbus Convention Center.

It was reported that a five-year renewal agreement covering the part-time stage technicians was reached and ratified by the membership of Local 12. The contract became effective January 1, 2009 and provides economic increases of 15.5% compounded, divided between wages and benefits at the Local's discretion. A second contract was also renegotiated and covers full-time engineering staff at the Convention Center with the same percentage increase for wages.

It was noted that Local 12 President Jason Gay spearheaded these negotiations and the Local expressed its thanks for the assistance received from International Representatives Michael David and Mark Kiracofe, and Special Representative Joseph Short.

IATSE/AMPTP - HOLLYWOOD BASIC AGREEMENT

International Vice President Michael F. Miller, Jr., General Counsel Dale W. Short, along with members

of the Negotiating Committee consisting of representatives of the West Coast Studio Locals, appeared before the General Executive Board to report on the recently completed negotiations for the Hollywood Basic Agreement. Representatives of Locals 52 and 161 were also present since their contracts will mirror the changes to the Basic Agreement.

The process began in April 2008, commencing early negotiations with an aim to build stability within the Industry but with the designed goal to modify only areas of wages, benefits and new media issues. The AMPTP agreed to these ground rules. Producers were thus precluded from proposing to modify working conditions. The negotiations were recessed while the AMPTP engaged in negotiations with the Screen Actors Guild (SAG). Then, in November, the IATSE negotiations resumed. Negotiations occurred at a time when industry economics had been greatly impacted by the recession, the Writers Guild strike and the slow down in television and feature production.

The term of the new contract is from August 1, 2009 through July 31, 2012. Wage increases are 3% per year compounded and continuation of 6% IAP contributions, in addition to all hourly contributions.

Benefit negotiations were greatly impacted by the passage of the Pension Protection Act (PPA) of 2006. The impact of the PPA will require that more residual money be applied to the pension plan causing a larger deficit in the health plan. In order to protect our current retirees, the negotiated terms include maintaining the 13th and 14th checks for IATSE retirees.

In the Health Plan, design changes were negotiated to make better consumers of the health plan participants creating significant savings to the health plan. The new contract includes increased employer contributions of thirty-five cents per hour per year and a triggering mechanism should reserve levels fall below a minimum amount that will require additional employer contributions. The bargained-for employer contributions will result in up to \$200 million dollars of *new* money during the term of the contract. Commencing in August 2011 the threshold for healthcare eligibility will increase from 300 hours to 400 hours in each 6 month qualifying period for full family health coverage with no monthly co-pays for premiums.

The MPIP is the only entertainment industry plan in Hollywood providing health benefits without any employee co-payments toward premiums.

The New Media provisions parallel those negotiated by the Directors Guild of America and the Writers Guild of America. Jurisdiction is the key issue to ensure that New Media work in the crafts and classifications traditionally performed by the IATSE will be performed by the members of the IATSE. The residual format was increased by eighty percent in the area of Supplemental Markets within the New Media genre. The terms and conditions were set consistent with the contracts negotiated by the other Guilds. The terms governing New Media will sunset with the termination of the contract. The IATSE will have the right to inspect and monitor the production records

Ken Albanese of Studio Mechanics Local 52 made the Gavel, which was used by International President Matthew Loeb at the Albuquerque General Executive Board meeting.





of the Producers to enable the IATSE to negotiate accordingly for successor contracts.

The tentative agreement was unanimously approved by the Bargaining Committee and in February sent for ratification by the members of the IATSE West Coast Studio Locals.

STAGECRAFT DEPARTMENT

International Vice Presidents Anthony DePaulo, Brian Lawlor, John Lewis and Michael Barnes, and International Representatives Ira Alper, Peter Marley, Robert Trombetta and Patricia White presented the report of the Stagecraft Department.

International President Loeb has introduced several new strategies to emphasize the coordination of all Stage locals in the United States and Canada. The Department's ability to assist the Stage locals has been greatly enhanced. The Department conducts weekly teleconference calls for the International Representatives to share information and

more uniformly approach issues related to organizing, leveraging and bargaining.

Organizing continues to be emphasized, particularly in the area of Hair and Make-Up crafts in venues where traditionally only Stagehands and Wardrobe were covered units. There are continued efforts to negotiate contracts with Award Show productions such as the Tony's, Emmy's, and Oscar's, and the Country Music Awards Show. This is an area where the IATSE coordinates its efforts in stage, motion picture, and broadcast. Representatives in the Department continue to assist local unions in grievance handling, administrative issues, and negotiations. The report mentioned activities wherein the International Representatives have assisted 47 of the IATSE Stage locals in their efforts and issues.

Since the Summer Board meeting the International has been active in assisting the Wardrobe Locals in a variety of ways, mainly with union administration issues, contract

enforcement and grievance handling. These Locals include 719-Denver, 769-Chicago, 784-San Francisco, 799-Philadelphia, 803-Dallas/Ft. Worth, 810-Kansas City, 830-Rhode Island, 864-Cincinnati, 883-Cleveland. More than a dozen other Locals have requested and received informational materials through the mail and email.

Representative White visited Local 887 in Seattle and Local 830 in Rhode Island this fall, and is encouraged to see the good work these two Locals are doing in representing workers in their jurisdiction.

Local 913 in Baltimore is dealing with the bankruptcy of the Baltimore Opera. Several not-for-profit employers have approached the Locals for concessions as a result of the poor economy, and locals that require assistance or advice are encouraged to contact the International.

President Loeb emphasized the importance of securing agreements for ALL IATSE traditional crafts when organizing and bargaining in live venues.



From left to right, International Vice President Thom Davis, Business Agent of Local 705 Buffy Snyder, International Vice President Michael F. Miller, Jr., International Trustee George Palazzo, Executive Director of Local 600 Bruce Doering, Business Agent of Local 44 Ed Brown and International Vice President John Ford.

MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Director of Motion Picture and Television Production Daniel Mahoney and International Representatives Scott Harbinson and Joel Youngerman gave the report on the Motion Picture and Television Production Department.

Vice President Miller reported on the impact of the current economic downturn on the industry. This has been evidenced by recent announcements of layoffs at Disney, Warner Bros. and Viacom among others. In addition, Sony reported its first annual loss in fourteen years. Studios have turned to outsourcing accounting departments and mergers and consolidations between networks and studios are prevalent. Despite the economic woes, several new major production companies have become signatory including Cube Vision, Inc., Nick Wechsler Productions, Simon West Productions, Spyglass Entertainment Productions, LLC and George

Clooney's company, Smokehouse Productions.

Low Budget Agreement Compliance Audits are underway on five productions. This includes single project audits, and random audits of term signatories. The IATSE relies on vigilant crew members to report evidence of productions running over budget, especially those members working in classifications involved with production costs and budgets.

The IATSE continues to require low budget producers to place a deposit as security for payment of the crew. The Low Budget Agreements contain language that provides that failure to provide a payroll deposit is a material breach of the contract. There is a continuing need for crew members to understand that services need to be withheld when a producer is offering promises, but failing to make payroll. This policy is in place to protect the best interests of the members.

Representative Scott Harbinson reported on developments in the Southeastern Region. Production locations and decisions are continuing to be determined by numerous

states' legislating tax incentives for producers. Several production companies that were producing in Europe are now signatory to term agreements and operating in the United States.

Representative Joel Youngerman reported on the Southwest Region: Texas, New Mexico and Arizona. New Mexico has established itself as a viable production center. Overall productions are down due to the current downturn of the economy. Production is virtually non-existent in Texas where there have been unsuccessful attempts to pass incentive legislation. Arizona production has been slow, but a twenty million dollar production called "Middle Men" recently was completed in the Phoenix area.

Vice President Lewis reported on production activity in Canada. There has been increase in the number of term agreement signatories in Canada due to the recent inclusion of all of the Canadian motion picture term agreements into the overall term agreement package that is offered to qualified companies. The Audit Compliance Program is also in effect in Canada.



Reporting on the Stagecraft Division, from left to right: International Vice President John Lewis, International Representative Bob Trombetta, International Vice President Michael Barnes, International Representative Peter Marley, International Vice Presidents Brian Lawlor and Tony DePaulo, and International Representatives Pat White and Ira Alper.



Assistant Director Daniel Mahoney reported on the positive effects of cooperation between the United States' Studio Mechanic Locals, the West Coast Studio Locals, the Canadian Motion Picture Production Locals and the New York Production Locals to capture production throughout the entire United States and Canada.

Vice President Miller also presented the results of recently negotiated successor term agreements with McGee Street Productions, Turner Films and AMPAS. These contracts were moved, seconded and carried for ratification by the General Executive Board.

The future will continue to see a focus on organizing, especially in the areas of reality and game show type programming. Further emphasis will continue in protecting the recently gained recognition of jurisdiction in the area of New Media production.

**TRADE SHOW & DISPLAY
WORK DEPARTMENT**

The United States Trade Show report was presented by Division Director William E. Gears, Jr., International Representatives Don Gandolini and Mark Kiracofe, and International Trustee C. Faye Harper.

Director Gears reviewed a series of successful new contracts including the following:

- 1) Florida GSC/GES, Freeman and Sheppard negotiations culminated in a five year term agreement with wages and benefit increases.
- 2) Orlando Local 835/Brede Allied resulted in a five year, freight contract with wage and benefit increases.
- 3) IA/Champion Nationwide Services negotiations resulted in a five year

term agreement with wage increases and pension contributions for the first time.

- 4) Hartford Local 84/Shepard Expositions was originally signed as a facility agreement with the Laborers Union. The IA was able to secure much of its traditional jurisdiction pursuant to a work-sharing agreement.
- 5) Cincinnati Local 5/Freeman Decorating and GES Exposition Services produced a four year agreement with wage increases.
- 6) Omaha Local 42/Freeman Decorating resulted in a three year agreement with wage increases.
- 7) Salt Lake City Local 838 was granted autonomy by the General Executive Board and had been servicing all contracts and maintaining good communication with the IA.
- 8) The IA will be participating in the Exhibitor trade show held in Las Vegas in March thereby demonstrating its commitment to the success of the companies and the trade show industry.
- 9) Sacramento Local 50 negotiated a contract for which the IA was a co-bargaining agent but was not included in the process. The resolution of this situation is ongoing.
- 10) Las Vegas 720/GES negotiated a three year deal with wage and benefit increases.
- 11) Knoxville 197 and Shepard Exposition Services reached a five year deal with wage increases.
Representative Mark Kiracofe reported on the following additional contracts:
- 12) Denver Local 7 and GES reached agreement on a three year term

with wage increases and benefits.

- 13) Nashville Local 46 has had 12 Employers sign on to the GSC Area Standards Contract.
- 14) The EAC Agreement now has 19 Employers as signatories to the contract.
- 15) Negotiations between Memphis Local 69 and Freeman Decorating are scheduled to start in February.
- 16) Knoxville Local 197 and Shepard Exposition Services signed a five year deal with wage increases.
International Trustee Harper reported that MCS EXPO and New ERA Exposition both signed new contracts.

Representative Don Gandolini gave an overview of the economic outlook for the trade show industry. The number of shows and attendance are projected to be flat with other economic factors putting increased financial pressure on the industry. The focus for trade show producers in the near future will deal with exhibitor changes and attracting and adding value to the attendee experience.

It was also reported that a new four year contract was reached between Kentucky Local 17 and Freeman Decorating. The wage and benefit package totaled 10% over the term.

Local 39 of New Orleans is anticipating a rebound in both the convention and theatrical industries. Thirty employers have signed the new five year Area Standard Trade Show Agreement. Charges have been filed with the NLRB against George E. Fern Co., who had worked for years under the Area Standards contract but switched to a non-union staffing company.

President Loeb commented on the large scope of work covered by these

four representatives and complimented them on their diligence. He again stressed the importance of term agreements and called this presentation a "report of progress."

ORGANIZING DEPARTMENT

International Vice President Daniel E. DiTolla and International Representative Sandra England presented the report of the Organizing Department.

Portland, Oregon Local 28 won an election by unanimous vote with the employee of the production company "White Bird."

Washington, D.C. Wardrobe Local 772 won an election and negotiated an agreement at the Ford Theater. The Local is in the process of admitting new members.

Seattle, Washington Wardrobe Local 887 won an election of the employees at the Teatro Zinzani.

Seattle, Washington Stage Local 15 and Studio Local 488 are currently involved in an NLRB election with the Village Theater.

Local 917 will be filing for an election for the employees of the Borgata Casino. Vice President DiTolla thanked Vice President Michael Barnes for his help in this endeavor.

The International has hired an organizer to assist with independent labor contractors. There has been a large, favorable initial response from target employees who want to get involved. President Loeb commented to the Board on the need to be flexible to adjust the union structure to fit the new and variable opportunities in this area.

In broadcasting there were eleven renegotiated contracts including San Diego Local 795 with Pettigrew/LDM Worldwide, New York Local 100 with

four crewing services which expanded jurisdiction, Seattle Local 793 with Liberty Media and Arizona Local 748 with LDM.

New contracts include Arizona Local 748 with Program Productions, a term agreement with Los Angeles Program Productions and a one off agreement with the Speed Channel.

An agreement with Fox West is close to being completed and simultaneously, a first ever agreement with Fox North is being sought which was initiated by an election victory in the Spring of 2008.

President Loeb complimented Vice President DiTolla and Representative England on the sophisticated and effective manner in which this department has approached its objectives.

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

International Representative Sandra England reported to the Board on her assignment to assist this Wardrobe Local to organize in the San Francisco area. An action plan was put into place where employer contracts were targeted so that members would be

covered by a collective bargaining agreement, as opposed to merely working under rate sheets as historically had been the case. This opened the door for members to get benefits which they often were unable to secure in the past. The IA National Benefit Plan "C" has been negotiated into all the new Local 784 contracts.

A training fund has been established to educate the members and increase their work talents, and therefore work opportunities. Contributions to the Training Fund are negotiated into the contracts. There has been a renewed interest of the members and a greater engagement of the membership in the activities of the Local. Three contracts have been signed since the commencement of this campaign strategy a mere six months ago.

MUSE PRODUCTIONS

International Vice President John M. Lewis, International Representative Julia Neville and Assistant Director of Motion Picture and Television Production Daniel Mahoney reported on Muse Productions, a Montreal-based



Local 784 Secretary-Treasurer Andrea Pelous, Local 784 Business Agent David Besser and International Representative Sandra England reporting on the organizing efforts of Wardrobe Local 784.



production company which produces both on its own and acted as a local service provider. Muse had earlier been hostile toward IATSE efforts during the IATSE organizing in Montreal, and shot non-IATSE when it ventured to Ottawa, Toronto or Western Canada. Recently, Muse had opened up an office in Los Angeles to conduct business in the United States and wished to shoot a pilot in New Mexico where it sought an agreement from the IATSE. As a result of the close communication between the IA's Canadian office and the West Coast and General offices. Muse signed an agreement for its New Mexico project but more importantly signed agreements binding it to various agreements in Canada as well. As a result Muse has subsequently shot two projects in Toronto under IATSE collective agreements and is currently negotiating a project with the IATSE in Vancouver.

President Loeb complimented those involved as this demonstrated the direction the IATSE should be taking, not only with respect to motion picture, but all the crafts, where cooperation and communication would enhance organizing efforts for all of an employer's work regardless of any national borders.

**LOCAL NO. 12, COLUMBUS/
NEWARK/MARYSVILLE/
DELAWARE, OH**

**RE: Resolutions Passed
By Ohio State AFL-CIO**

International Representative Michael David and Brother Richard Shack, Business Agent of Stage Local 12, appeared before the Board to report on two resolutions written by Brother Shack and submitted by the

Local to the Ohio State AFL-CIO regarding organizing efforts of the Local.

The first resolution refers specifically to the Lifestyle Community Pavillion (formerly Promo West) in Columbus, Ohio. The employer was found in violation of the law by the NLRB and was ordered to reinstate three employees who had been fired for participating in the Union's organizing campaign. The resolution sought support from the State AFL-CIO and highlighted the unfair labor practices at the Lifestyle Community Pavillion.

The second resolution addressed the issue of entertainment and convention employers who outsource live entertainment and convention labor by hiring employees transported from other states to perform the work of Local 12 members. This resolution sought support from the State AFL-CIO to help publicize practices that undermine employment opportunities and bring public attention to establishments that hire workers who do not receive fair wages and benefits.

Local 12 was successful in that both of their resolutions were adopted by the Ohio State AFL-CIO.

President Loeb commended the Local for its organizing efforts and pursuing support from the labor community as a whole in their efforts.

**LOCAL NOS. 115 AND AE 938,
JACKSONVILLE, FL**

Re: SMG

International Representative Ben Adams reported to the Board on his assignment to assist Locals 938 and 115 in connection with SMG.

SMG operates five venues in Jacksonville, Florida. 938 is an Arena

Employees local covering these venues. The employer had a contract with the City which had a municipal freeze on raises in place and the Employer sought to hold wages flat. Upon investigation it was discovered that SMG had negotiated a 6% increase in its city contract. Negotiations were successfully concluded with a major, favorable revision of contract language and pay increases of 3%, 3.5% and 4%. The Company also agreed to pay one-half of all benefit increases on a go forward basis.

Upon conclusion of the Local 938 contract negotiations, Representative Adams assisted Local 115 Business Agent Keith Reese and President Saul Lucio in negotiations with SMG resulting in favorable increases of 3.5%, 3% and 2% with benefits being converted from an hourly to 17%, 18% and 19% over the contract term.

**LOCAL NO. 891, VANCOUVER, BC,
AND TEAMSTERS LOCAL 155**

RE: Joint Organizing

International Vice President John M. Lewis and International Representative Julia Neville reported to the General Executive Board on this matter. In British Columbia, although the B.C. Film Council (composed of IATSE Locals 891, 669, and Teamsters Local 155) has exclusive jurisdiction on large budget productions, the majority of work in the Province is lower budgeted productions outside that exclusive jurisdiction. Some low budget productions would sign agreements with ACFC, a rival union to IATSE Local 891, to avoid dealing with the Teamsters.

As a result, the Council began an organizing campaign among

these low budget productions. The Teamsters appeared interested only in the large budget productions and did little or nothing to assist in this organizing campaign. Moreover, the Teamsters publicly criticized the IATSE approach to begin bargaining early for the renewal of the Film Council collective agreement. As a result, International President Emeritus Short wrote to the Teamsters' International President indicating that if the Teamsters did not act, the IATSE would, regardless and irrespective of any jurisdictional lines. As a result, a meeting occurred last fall with International Representatives and local representatives of both unions. The Teamsters agreed and committed to support both the IATSE approach to early bargaining and the low budget organizing and, in particular, to hire or assign two full-time organizers to such organizing. Although efforts have been delayed by other intervening events (including the Film Council negotiations), all expectations were that the low budget organizing would resume with more vigor and that the Teamsters would honor and fulfill their commitments.

LOCAL NO. 347, COLUMBIA, SC

RE: Termination of Trusteeship

Trusteeship was imposed on Local 347 on January 30, 2007 and now-retired International Representative Scott Haskell was assigned to serve as Trustee. During the trusteeship, Representative Haskell worked to restore the Local's autonomy, which was restored by action of the General Executive Board in San Diego, California.

An election of officers was conducted in October 2008 and President Sandra Dixon has advised that she has established three committees: Grievance, Training, and Referral, and the Local has retained an attorney to review the referral procedures. The membership is eager to move forward.

President Loeb wished the Local success and reiterated that the assistance of the International is available to the Local upon request.

The General Executive Board confirmed its approval of the restoration of autonomy pursuant to Article Seven, Section 16 of the International Constitution.

**LOCAL NO. 411,
PROVINCE OF ONTARIO**

International Vice President John M. Lewis and Local 411 Business Agent Rob Shea reported to the Board on the recently ratified renewal of its term agreement for craft service workers with the Canadian Film and Television Production Association (CFTPA). The negotiations unfortunately had dragged on for two years and not been ratified twice before despite impressive economic improvements. The membership was unhappy about the elimination of minimum crewing provisions in the previous agreement. Ultimately, those concerns were allayed and the agreement ratified by a large majority, not only because of substantial economic gains (significant wage increases, improvement of turnaround provisions, and the introduction of week-end turnaround and an additional Family Day statutory holiday) and expanded jurisdiction (only union members would be permitted to

move craft trucks) but by the requirement that all daily hires would be hired through a dispatch system operated by the Local. A dispatch system operated by the Local would work to insure that members were working before non-members. Business Agent Shea thanked the International for all of its assistance and in particular the tireless efforts of Vice President Lewis.

LOCAL NO. 415, TUCSON, AZ

RE: GES

International Representative Joel Youngerman, along with Trade Show Director William E. Gearn, Jr. and Brother Reggie Williams, Business Agent of Local 415 reported that they were able to negotiate a new three year contract with GES. The objective was to bring the contract terms and conditions more in line with those enjoyed by Local 336 in Phoenix. Overtime provisions were added along with other favorable terms and substantial increased wages and benefits. Brother Williams thanked the IA and Representative Joel Youngerman for their able assistance in achieving this successful result.

LOCAL NO. 647, FT. MYERS, FL

RE: PFM Barbara B. Mann PAH

International Representatives Greg Kasper and Ben Adams appeared before the Board to report on their assignments to assist Local 647 in these negotiations. They had negotiated the prior agreement with this employer. They met with Business Manager Maria Colonna, and the Local's President Robert Maxwell, to discuss Local's proposals. Afterwards, Representatives Kasper and Adams met with the Company's General Manager Scott Saxon and the Techni-



cal Director John Iverson and presented the proposals. After the initial meeting in early February 2008, the parties agreed to meet in April, 2008 with Professional Facilities Management's team of Vice President Alan Chille, Technical Director Bill Brackett, as well as Saxon and Iversen. After two days the parties reached agreement on all of the non-economic issues. In addition, the final agreement includes wage and benefit increases.

Representative Adams noted that Fort Myers is one of the most economically hard hit areas in the country.

President Loeb commended Representatives Adams and Kasper for a job well done.

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

International Representative Robert Trombetta reported to the Board on the status of Local 707. On March 13, 2008, Local 707 was placed into trusteeship because of a breakdown in the democratic process and failure to organize in its jurisdiction. President Emeritus Thomas C. Short appointed Representative Trombetta to serve as trustee of the Local. The first order of business was to locate the books and records of the Local and file the necessary reports with the Department of Labor. Issues regarding the Local's Health Plan needed to be resolved. The former Business Agent failed to re-negotiate contracts and in some instances he captured the work under the auspices of his own non-union rigging company.

Since the trusteeship was imposed the Local is now housed in a new office and has hired a staff person. The Local is currently signatory to eleven contracts. These contracts provide for health contributions paid into the IATSE National Benefit Funds. A referral list has been established and memberships have been restored where previously wrongfully expelled or suspended. New memberships have been issued and as of the end of 2008 the Local has 28 members. Several training programs have been initiated. A problem persists in competing with non-union vendors operating within the Local's jurisdiction, but progress in defeating this situation continues with increased organizing efforts.

**LOCAL NO. 800
LOS ANGELES, CA**

RE: Merger of Local Nos. 790 and 847

West Coast Counsel James G. Varga, along with IATSE Local 800 Executive Director Scott Roth and Associate Executive Director John Moffitt appeared before the Board to report on the merger of Locals 790 and 847 into Local 800. President Emeritus Thomas C. Short, following an investigation and issuance of an Investigative Report by General Secretary-Treasurer Wood and International Representative Ben Adams, ordered that former Local 790 Illustrators and Matte Artists and former Local 847 Set Designers and Model Makers, be merged into Local 800, Art Directors Guild and Scenic, Title and Graphic Artists. The merger became effective July 1, 2008. Despite the merger order there was litigation initiated by the former locals in the federal court as well as charges filed with

the National Labor Relations Board. After two unsuccessful attempts for summary judgment the federal court case was dismissed. The Board upheld the decision of the Regional Director to dismiss the unfair labor charges after finding that the merger did not pose a supervisor dominated local situation because the governance structure in place at Local 800 protected the bargaining rights of all classes of Local 800 membership.

**LOCAL NO. 804,
PHILADELPHIA, PA**

RE: CBS Contract Negotiations

International Vice President Daniel DiTolla was assigned to assist Local 804 in their negotiations with CBS covering its local affiliate, KYW-TV. The Local had rejected the company's last best and final offer and voted overwhelmingly in favor of striking. Negotiations resumed after the strike vote and with the added intervention of International President Loeb the company improved its final offer and the new three year agreement was ratified by the Local Union.

LOCAL NO. 805, ST. LOUIS, MO

RE: Fox Theatre

International Vice President John T. Beckman, Jr. and International Representative Patricia White reported to the Board on Wardrobe Local 805 in connection with the Fox Theatre in St. Louis, Missouri.

As reported at the Mid-Summer meeting of the General Executive Board, Local 805 had been awarded the jurisdiction to represent theatrical hair and makeup workers in St. Louis, Missouri. Having completed a successful organizing campaign at the Fox Theatre on August 18, 2008 the Local won an NLRB election and

soon after began bargaining to include these workers in its existing collective bargaining agreement with that employer.

Local 805 Business Agent Karen Stone was assisted in negotiations by Vice President Beckman and Representative White. After several months of bargaining, the Local successfully reached an agreement that guaranteed the hair and makeup department all of the benefits enjoyed by Local 805 wardrobe workers, along with craft-specific contract provisions, yearly wage increases, and inclusion in the IATSE National Annuity plan. The contract runs through December 31, 2012.

Sister Stone and the membership of Local 805 were commended for welcoming the hair and makeup workers warmly into Local 805 and for vigorously representing them in collective bargaining. The Local sends thanks to International Vice President Daniel DiTolla and IA Counsel Samantha Dulaney.

President Loeb cited this organizing effort as an example of how one local union can use its influence and power to help another and to draw unrepresented workers into the IATSE fold. Thanks are due to Vice President Beckman in this regard.

**LOCAL NO. USA 829,
NEW YORK, NY**

**RE: Collective Bargaining
Agreement with ABC**

Assistant Director of Motion Picture and Television Production Daniel Mahoney was assigned to assist Local USA 829 in negotiations with ABC. In an extremely difficult time with the broadcast networks, USA 829 was successful in obtaining a new three year agreement that provides for 3% wage

increases per year as well as benefit increases. The Local traded several working conditions as well as severance language to achieve the deal.

The General Executive Board recognized Local USA 829 on achieving a deal in very difficult times.

**LOCAL NO. 868,
WASHINGTON, D.C.**

RE: Hippodrome Theatre

International Vice President J. Walter Cahill and International Representative Ira Alper reported on their assignment to assist Local 868 in its negotiations with the Hippodrome Theatre. A new five year agreement was reached which included wage increases along with vacation and traditional benefit increases.

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

RE: Local's Autonomy

International Vice President John Lewis and International Representative Paul Taylor reported to the Board on the status of this front-of-house Local. As previously reported, the Local had been placed under supervision. Former International Representative Christine Greenlaw had originally been appointed trustee of the Local and had been succeeded by Representative Taylor. The Local was ready to be returned to autonomy. A new Executive Board had been elected on December 12, 2008 and the new officers were officially sworn in effective January 1, 2009. During the trusteeship, four of the Local's agreements had been re-negotiated, a group of desk clerks at one of the Local's employers had been organized and a collective agreement negotiated for them, the record

keeping of the Local had been overhauled and brought into order, and the Local's Constitution and Bylaws had been extensively amended to make the Local more viable. Pursuant to Article Seven, Section 16 of the International Constitution the Board unanimously voted to end the emergency in Local B-173 and approved the termination of the trusteeship and the restore autonomy to the Local.

International President Loeb commended Representative Taylor on his efforts.

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

A. Status of Trusteeship

Assistant Director of Motion Picture and Television Production Daniel Mahoney and In-House Counsel Samantha Dulaney reported on the trusteeship that was imposed upon Local B-751 on March 28, 2006 pursuant to Article Eighteen, Section 11(b) of the International Constitution.

The Local had a storied past which had resulted in tremendous indebtedness to federal and state taxing authorities and a failure to pay indebtedness to the International pursuant to the Constitution. When the Internal Revenue Service imposed a lien on the Local's bank account, President Emeritus Thomas C. Short imposed trusteeship on the Local with the consent and approval of the General Executive Board.

Assistant Director Mahoney was appointed to serve as the trustee of the Local and he worked tirelessly to restore the Local to a fully operational, functioning local union. He negotiated



two collective bargaining agreements and handled all grievances.

It was reported to the Board at its last meeting in July 2008, that autonomy could be restored to the Local and the Board voted to do so effective September 1, 2008. However, International President Loeb assigned Brother Mahoney to continue to monitor the Local until an election of officers was held. With the assistance of Election Services Solutions, officer elections were held in December 2008. The election was a success with officers in place and the Local is making progress.

President Loeb noted that the trusteeship in Local B-751 was therefore terminated.

B. CenterCharge Negotiations with Lincoln Center

Assistant Director Mahoney initiated an organizing drive of the employees of CenterCharge. CenterCharge is the "in house" phone order ticketing agency of Lincoln Center For the Performing Arts in New York City. The IATSE filed for recognition and prevailed in an election supervised by the National Labor Relations Board. The bargaining unit voted unanimously in the favor of representation by the IATSE.

Negotiations were then initiated with Lincoln Center to establish a Collective Bargaining Agreement covering the employees at CenterCharge. A long series of meetings spanning all of 2008 ensued with Lincoln Center resulting with the establishment of a new Collective Bargaining Agreement as of January 1, 2009. The bargaining unit voted unanimously to ratify the newly established agreement.

The Agreement covers three years, January 1, 2009 through December 31, 2011.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Brian J. Lawlor and Daniel E. DiTolla, Assistant to the President Deborah Reid and International Representative Patricia White appeared before the Board in their capacity as Trustees of the IATSE National Benefit Funds, to provide an update on the Benefit Funds.

It was reported that during 2008 the combined contributions to all of the funds in the National Benefit Funds continued their consistent year over year growth. 2008 saw total contributions amount to almost \$144.5 million compared to just over \$123 million in 2007, a 17.5% increase.

With the continued goal of increasing service to our participants, the Trustees have approved improvements to the National Benefit Fund Web site (www.iatsenbf.org). The site continues to be expanded and new features introduced. Participants in any one of the various funds can now view contributions reported on their behalf and view their work history, when the contributions were made and how the contributions affect their current coverage or future coverage through the various Health and Welfare plan offerings.

Participants can also view their Annuity Fund and/or 401(k) contributions, the number of days reported for the Pension Fund and monies cumulating toward their annual Vacation Fund benefit check.

In addition to all of this information being accessible on the Web site,

it can also be obtained via telephone using the Funds interactive voice response system. Both features are available 24/7 to the participants.

Participants can also now change their address directly on the Web site and they can check if all documents are on file (birth certificates for dependents, marriage certificates, proof of other coverage, etc). Forms necessary to attach any missing proof are now downloadable through the Web site. The site can also be used to re-print any 1099 issued as well as reprints of CAPP statements.

This year, direct deposit of Vacation Fund checks will be offered for the first time in May.

A dedicated call center was introduced in September 2008 to service all participant and local union needs with respect to benefits and contributions. The goal of this new center is to create "one stop shopping" for our participants and local unions because in the past they were passed from person to person across the entire Fund operation.

It was noted that the Trustees have received complaints that participants occasionally get a constant ringing when phoning or faxing the Fund office. An investigation was done and it was determined that at certain periods all available phone lines are busy which leads to the problem of no connection. At the last meeting of the trustees, approval was granted to double the number of available phone lines, which should eliminate the problem.

In an attempt to make the Quarterly CAPP statements easier to understand, the Trustees also approved a completely redesigned statement and participants will see the new format



From left to right, the Board of Trustees of the National Benefit Funds: International Vice President Daniel DiTolla, Assistant to the President Deborah Reid, General Secretary-Treasurer James B. Wood, International Representative Patricia White and International Vice President Brian Lawlor.

on the April quarterly CAPP statement. The form will be tailored to each individual participant with special messaging intended to alert and/or remind them of Plan requirements.

The new Summary Plan Description (SPD) booklet for Plan B has been mailed to all participants, as has the new Vacation Fund SPD. The Plan C Pension SPD is due to be released within the next two months. Health and Welfare Plans A and C are being compiled now and we expect to have them distributed by the summer.

Even in these challenging financial times, the Pension Fund continues to be well funded. Effective 1/1/08 the Plan was certified in the Green Zone as per the new requirements of the Pensions Protection Act. It is expected that when the actuarial evaluation is done for 1/1/09 the Pension Fund will continue to be in the Green Zone.

In recognition of the sound state of the Plan, the Trustees recently approved the equivalent of a 13th check for pensioners payable as of June 2009.

KRAVIS CENTER

International Vice President Brian

J. Lawlor, International Representative Greg Kasper, and In-House Counsel Samantha Dulaney reported on a decision from the District of Columbia Circuit Court of Appeals affirming the National Labor Relations Board's application for enforcement of its order for the Kravis Center to recognize and bargain with Local 500 as the representative of its stage employees.

By way of background, the Kravis Center is located in southern Florida, in the jurisdiction of former Local 623, which had been bargaining with the Center since 1992. The collective bargaining agreement provided that former Local 623 was the exclusive referral agent for stage employees who worked at the Kravis Center. At the expiration of the agreement, Kravis declared impasse, withdrew recognition, and did not request referrals from former Local 623. The former Local filed unfair labor practice charges.

The General Counsel for the NLRB issued a complaint on or about March 2001. In February 2002, former Local 623 was merged with five other local unions in South Florida to form Local 500. Members

of former Local 623 did not vote on the union merger.

After a hearing on the General Counsel's complaint, an Administrative Law Judge ("ALJ") found that Kravis had violated the National Labor Relations Act by changing the scope of the bargaining unit to exclude non-referred stagehands and by withdrawing recognition from former Local 623. However, the ALJ concluded that former Local 623 ceased to exist as a result of the merger and that Kravis' bargaining obligation had ended on the date of the merger.

Both the Employer and the Union filed exceptions to the ALJ's decision. The NLRB ruled that Kravis violated the NLRA by unilaterally changing the scope of the bargaining unit and withdrawing recognition from former Local 623. The Board also ruled that Local 500 was the successor union to former Local 623. Thus, the Board ordered Kravis to recognize and bargain with Local 500. Kravis petitioned to the Court of Appeals for review.

This case establishes new law with regard to mergers and an employer's



bargaining obligation. Traditionally, the Board had required an employer to continue to bargain with a union if (1) the union merger was conducted by a vote with adequate due process safeguards, and (2) the organizational changes were so dramatic that the post-merger entity lacked "substantial continuity" with the pre-existing union. In Kravis, the Board expressly overruled its precedent. The Board determined that where there is "substantial continuity" between the pre-merger and post-merger union, the lack of a membership vote does not cast doubt on employee support for a union because the union is largely unchanged. The Court found Kravis' arguments to establish discontinuity between the pre-and post-merger unions unavailing. The Court affirmed the Board's order that Kravis recognize and continue to bargain with Local 500.

Representative Kasper reported that Local 500 and representatives from the Kravis Center had met to commence bargaining on January 23, 2009.

JC STUDIOS

International Vice President John

Ford and Assistant Director of Motion Picture and Television Production Daniel Mahoney reported on the recent negotiations with J. C. Studios. The negotiations were difficult because of the precarious state of soap operas in our industry.

A new three year agreement was reached with wage increases in all three years compounded, and benefits for those in the MPIP/PHP to mirror the Basic Agreement. An important part of the new agreement is that employees who work a four-day work week will be guaranteed 40 hours of wage and benefit contributions.

JULIE BORNSTEIN CAMPAIGN – CALIFORNIA 45TH CONGRESSIONAL DISTRICT

Michael F. Miller, Jr., International Vice President, along with representatives from Locals 33, 80, and 600 reported to the General Executive Board on efforts of the IATSE and its members on behalf of Julie Bornstein, 2008 candidate for the 45th Congressional District in California. Mrs. Bornstein opposed the entrenched Republican Mary Bono-Mack. The 45th Congressional

District has historically been a Republican stronghold. The District includes San Gabriel Valley, Cochilla Valley, and the Palm Springs area. The IATSE's presence is growing in this area where new casinos are opening and cultural arts is flourishing in Palm Springs and the surrounding areas, all within the geographic jurisdiction of Local 707. IATSE volunteers helped in phone banking and precinct walking to support Candidate Bornstein. Local 80 offered its facilities for phone banks and Local 33 volunteers helped to "Get Out the Vote." Members of Local 600 volunteered their talents to produce television commercials in support of the Bornstein campaign. Although Mrs. Bornstein lost a tough fought election, she made great inroads to establishing a Democratic base for future elections. The work of the IATSE volunteers spread the identity of the Union throughout the region. Special recognition was given to International Representative Ron Garcia, who spent many hours in his volunteer role to orchestrate the IATSE activities.

President Loeb noted the importance of standing by labor friendly

candidates through thick and thin and suggested that efforts like this, even though our candidate did not prevail, establish bonds that benefit us long-term. Julie Bornstein, recognizing the potent and active role played by the IATSE in the political arena offered to designate us a seat on the California Democratic State Committee. President Loeb assigned International President Emeritus Thomas C. Short to fill the position.

LABOR 2008

International Vice Presidents J. Walter Cahill and Michael F. Miller, Jr., Assistant to the President Deborah Reid, International Representative Robert Trombetta, and District Secretaries Missy Humphrey, Susan J. Jones, Andrew Oyaas, Tom Cleary and Kimberly Bowles appeared before the Board to report on the IATSE's participation and activities in connection with Labor 2008.

In a year of great political gain, the IATSE continued its efforts to become more politically active. Three IATSE representatives served as Delegates to the Democratic National Convention (DNC); International Representative Joanne Sanders, Orlando Local 631's Vice President Barry Tillis and Executive Assistant to the General Secretary-Treasurer, Ms. Barbara Jackson.

It was reported that approximately one year ago, President Short sent letters to the Locals and members reminding them of the importance of participating in their caucuses and primaries.

With the Democratic Convention right around the corner, upon taking office, one of President Loeb's first priorities was to expand efforts to mobilize the IATSE membership.

President Loeb held a meeting of all IATSE District Secretaries on September 3, 2008. Representatives of the AFL-CIO attended and advised on a program to reach out and involve all Locals and members. The response was extraordinary. Some of the highlights were touched upon in the report presented by Assistant to the President Deborah Reid.

International Vice President Thom Davis and Local 80 was recognized for its efforts in phone banking wherein the Local supplied facilities and volunteers. District 4 Secretary John Page mobilized members to work the polls for the first time and also served as a Precinct Chair in Montgomery County, Maryland. Other District 4 Locals were active with Wardrobe Local 772 members volunteering to drive people to their polling places. The efforts of Locals 285 and 487 were also recognized.

District 5 Secretary Susan Napoleone-Jones was recognized and this District, along with Local 480, did leafleting, phone banking and fundraising. Business Agent Jon Hendry served as AFL-CIO Coordinator for the 3rd Congressional District. Sister Deborah Cohen of 480 had a clip of her AFL-CIO interview broadcast on YouTube. The members and officers of Local 480 were recognized as leading the labor movement in New Mexico. Texas Local 484 members traveled to New Mexico to assist with phone banking, precinct walks and other activities.

District 7 Secretary Andrew Oyaas (Local 491) serves as Treasurer for the CLC in western North Carolina. Brother Jason Rosin (Local 491) was also very active in the training ses-

sions for members. Jason was elected President of the CLC for southeastern North Carolina. Brother Herb Harton of Camera Local 600 provided the voice for thousands of robo-calls during the GOTV initiative.

District 8 Secretary Rick Madison, with the assistance of retired Representative Tom Kiouisis and Tom Guidugli of Local 5 followed through with the Locals in the District. All Ohio Locals were visited.

In District 9 the State AFL-CIO conducted an on-camera interview with International Vice President Jack Beckman with a clip concerning the health care crisis being displayed on YouTube.

In District 10, Local One coordinated a bus trip from New York City to Allentown, PA. with members of Locals One, 161, 600, 700 and 764 participating in precinct walks. USA 829 members participated in labor walks and phone banking. New Jersey Locals were also out in force working closely with the AFL-CIO.

National Camera Local 600 created a weekly newsletter that highlighted issues important to its members. They also used craft-specific training sessions as an opportunity to educate and politically motivate their membership.

It was noted that the gains in the House and Senate as well as President Obama's victory were a culmination of these efforts. Congratulatory messages were received from labor groups over seas, including a correspondence read into the record from UNI Global-General Secretary Philip Jennings.

President Loeb expressed his pride in the efforts of the IATSE



From left to right, Business Agent of Local 798 Joseph Cuervo, Film Business Agent of Local 764 James Hurley, Business Agent of Local 161 Colleen Donahue, International Representative/Assistant Division Director Daniel Mahoney, International Vice President John Ford, Eastern Region Director of Local 600 Chaim Kantor and President of Local USA829 Beverly Miller.



Locals and membership and stated that the IATSE will continue to focus on becoming more politically prominent. In particular, President Loeb discussed the Employee Free Choice Act and the potential boost it could supply to rejuvenate labor and grow membership. President Loeb pledged to continue the course of increasing political involvement of the IATSE.

“LAW AND ORDER”

RE: New Three Year Term

Assistant Director of Motion Picture and Television Production Department Daniel Mahoney was assigned to assist in negotiations for a new agreement with NBC-Universal, “Law and Order.” A new three year agreement was reached with 3% wage increases for each year of the agreement, compounded. MPIP increases mirror the Basic Agreement. Non-MPIP benefit fund increases are \$85.00, \$87.50, and \$90.00. This will be the 20th season of “Law and Order.”

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS (MPIPHP)

The Motion Picture Industry Pension and Health Plans are in sound financial shape relative to other plans and in light of the current bleak economic and investment environment. The actuarial viability of the Plans is based upon assumptions that are under severe pressure. These include assumptions of 78,000,000 work hours per year, an 8% investment return for the pension plan, and 6% return for the health plan. The preliminary returns for 2008 show that for these types of funds, the performance

has been in the top levels relative to other comparable funds. Unfortunately, that performance is estimated to be a loss of 20.6% for the pension and a loss of 15.9% in the IAP resulting in a \$930 million dollar reduction of plan assets. The effective reduction from the actuarially assumed rate of 8% is a loss of an estimated 28.6%.

Add to this the concern over rising health care costs, falling hours, other factors concerning work stoppages and potential strikes, and it is clear that these funding concerns are the most serious issues facing our west coast locals.

The fact that the Plans had been well funded in the past had given them the ability to handle the present financial challenges. Additionally, the plan trustees have been proactive in initiating reforms and executing substantial influence over the operation of these Plans. These include instituting wellness and disease management programs, preventative measures, exploring alternate pricing contracts, changing service providers from Blue Cross to Blue Shield, adding incentives for in-network participation, use of generic and mail order drugs, establishing the plans own network of providers, maximizing operating efficiencies, technological upgrades and expanding efforts to capture residuals.

President Loeb noted that the decision and vision of President Emeritus Short to initiate early negotiations was critical to the Basic negotiations that never could have progressed as they did if initiated under the current economic crisis. President Loeb also expressed his appreciation for the efforts of the

IATSE’s MPI Plan Directors whose contribution of substantial time and effort into the guidance of these plans has been pivotal to meeting the present hurdles.

NAPLES PHILHARMONIC

RE: Contract Ratification

International Representatives Greg Kasper and Ben Adams reported on their assignment to assist Local 647 with the renegotiation of the Naples Philharmonic collective agreement. The relationship with the Local and the employer had unfortunately deteriorated due to some litigation and acrimonious previous negotiations. Proposals were prepared and reviewed with the input of the Local in August 2008, and although initial negotiations were delayed by a hurricane, the parties met on September 3rd and 4th and a collective agreement was successfully negotiated. Wage increases in each year of a three year agreement (together with consequential increases on benefits) were obtained. The agreement has been ratified, signed and went into effect October 1, 2008.

The International President commended the representatives on their efforts.

NETWORKS, PRESENTATIONS, LLC

International Vice Presidents Brian J. Lawlor, Anthony DePaulo, and Daniel E. DiTolla, International Representative Patricia White, General Counsel Dale W. Short, In-House Counsel Samantha Dulaney, and Associate Counsel John Shepherd reported on the International’s continuing efforts to organize NETWORKS Presentations, LLC.

President Loeb noted that the

International’s efforts are directed at securing a national agreement with the company

NEW YORK LOCALS ORGANIZING ELECTRIC COMPANY

International Vice President John Ford, Local 52 Business Representative John Fundus, Local 600 Eastern Regional Director Chaim Kantor, Local 798 Secretary Joseph Cuervo, Local 161 Business Agent Colleen Donahue, and Local USA 829 President Beverly Miller, Business Agent Michael McBride and Financial Secretary Cecelia Friederichs appeared before the Board.

Vice President Ford, who also serves as President of Local 52, reported on the successful organization of the “Electric Company,” a one-half hour series produced for PBS with a budget of \$400,000 per episode. The Producer indicated that they would not entertain a New York Production Agreement. The production was successfully organized through authorization cards and a contract consummated. Wage increases were secured for several employees who were underpaid. Guarantees and overtime premiums were secured. Several crew members were brought into membership with the New York Locals. Vice President Ford extended a special thanks to Chaim Kantor and John Fundus for their perseverance in this effort.

NEW ANTI-CAMCORDER LEGISLATION (NEW YORK), AND PIRACY

International Vice Presidents Walter Cahill and John Lewis, Assistant to the President Deborah Reid,

and Assistant Director of the Motion Picture and Television Production Department Daniel Mahoney reported on the on-going work in this area. A missing piece was New York State laws to prevent camcorder piracy because a large percentage of violations occurred in New York State.

The International pressured the New York State legislature for strong law. To that end, President Loeb wrote to Governor David Paterson in October 2008 to encourage his “favorable consideration” of Senate Bill 8201, Piracy Protection Act, to increase penalties to combat entertainment piracy. In his letter, President Loeb stated that “absent piracy, better than 46,000 jobs would have been created in the motion picture industry annually” with many of these jobs being created in New York. Three days after receipt of President Loeb’s letter, Governor Paterson signed the PPA into law. The PPA combats piracy by increasing penalties for those who illegally record movies, Broadway shows, and the like. Camcorder operators feed this criminal network. It is a “Class C” felony. New York City has a hotline for reporting this activity to the State Task Force.

Vice President John Lewis reported on efforts in Canada to combat piracy. There were amendments to Canada’s Criminal Code in 2006 that criminalized taping without consent. Three individuals have been charged. He also reported that industry stakeholders support amendments to Canada’s Copyright Act proposed legislation C-10.

Vice President Cahill reported on a coalition against counterfeiting and

piracy. He has attended meetings on Capitol Hill several times and testified on behalf of the International President before a Senate subcommittee. President George W. Bush signed the “Prioritizing Resources for Intellectual Property Act” in October 2008, and efforts are now directed toward working to ensure money is there to enforce the Act.

Assistant to the President Reid reported on continuing efforts to keep piracy at the forefront and that the International is beginning to hold discussions with other unions and guilds to explore ways we might work together in this area of concern.

It was noted that 46 states now have laws preventing piracy and camcorder recording.

OBAMA FOR PRESIDENT

RE: Contract

International Vice Presidents J. Walter Cahill and Brian Lawlor reported on the successful negotiations between the IATSE and the “OBAMA for America” campaign organization. The parties negotiated a national contract to cover the crafts and classifications traditionally within IATSE jurisdiction working at the many venues where candidate Obama appeared during his Presidential election campaign. A total of 197 venues came under the terms and conditions of the contract, and approximately one million dollars in wages and benefits were earned by IATSE members. Most of the venues were not among those historically subject to an IATSE contract. These IATSE members played their role in the election of Barack Obama as the 44th President of the United States.



EDUCATION PROGRAM FOR OFFICERS, REPRESENTATIVES AND LOCAL UNIONS

International Representatives Ben Adams and Patricia A. White, and In-house Counsel Samantha Dulaney appeared before the Board to report on an assignment given them by President Loeb to develop an educational initiative that would begin to address the issues and problems facing the IATSE and its Locals. Topics such as internal organizing, cooperation between Locals, increasing membership involvement and training local leadership and would be included.

Meetings were held with professionals at the National Labor College (formerly known as the George Meany Center for Labor Studies) in Silver Spring, Maryland to begin to arrange this educational program.

The General Executive Board was presented with a draft outline for a plenary training session to be presented on Sunday, July 26, 2009 from 4:00 to 6:30 p.m., in conjunction with the 66th IATSE Convention to be held in Orlando, Florida. This training will launch the International's new Educational Initiative and all delegates will be invited to attend.

The Convention presentation will be the first step of an increased focus on education for the IATSE. More in-depth training sessions on a variety of topics will be made available for presentations at District Conventions in the coming years.

Representatives Adams and White and Counsel Dulaney will work with instructors from the National Labor College to finalize details of the presentation. Hopes are high that the plenary training will provide inspira-

tion, encouragement, and information to assist delegates in moving their local unions forward.

ORLANDO, FLORIDA – GES ORGANIZING

International Representative and Trade Show Division Director William E. Gearn, Jr. reported on organizing efforts in Orlando, Florida, along with Local 835 representatives Herman Dagner, Richard Vales, and Charles Bruno. IATSE Local 835 and three other unions – the Painters, Teamsters, and Carpenters, were all on the NLRB ballot to determine who would represent employees employed in the warehouse and on-site freight. A majority was needed to prevail and Local 835 fell two votes short, resulting in a run-off between Local 835 and the Teamsters. Local 835 won the election and was duly certified and is now in negotiations for an agreement.

US EXPO

International Representative Joel Youngerman and Local 415 Business Representative Reggie Williams reported on the successful organizing campaign at U.S. Expo. In 2005, President Emeritus Thomas C. Short assigned Representative Youngerman to assist Local 415 in organizing trade show vendor U.S. Expo. While the crew was quickly organized, the fight for recognition and a contract was long and difficult. During the time before a contract was reached there were job actions and unfair labor practice proceedings. Ultimately, in 2008, negotiations for the first contract were concluded. Wage improvements and significant benefit contributions were achieved. The contract was

ratified by the membership in September 2008. IATSE In-House Counsel Samantha Dulaney was involved in assisting International Representative Youngerman throughout the duration of this campaign.

WEST COAST OFFICE

International Vice President in Charge of the West Coast Office Michael F. Miller, Jr., International Representatives Gavin Koon, Peter Marley, and Robert Trombetta, and West Coast Counsel James G. Varga gave a report to the Board on the activities of the West Coast Office. It was noted that Brother Peter Marley, formerly a Business Agent with Local 33, was recently appointed by President Loeb as an International Representative assigned to the West Coast Office. The entire staff of Representatives, Counsel, and clerical support now stands at 13 persons. The IATSE, through the West Coast Office, is a significant presence in labor, political and community issues, and actively participates in local events in this regard. Members of the West Coast Office provide IATSE representation on labor organizations, including the Los Angeles County Federation of Labor and the California Federation of Labor. The IATSE is signatory to numerous contracts that are the responsibility of the West Coast Office to administer and negotiate. It was noted that several contracts were recently successfully re-negotiated with Fox Television Stations, KCOP and KTTV and Fox Digital. These contracts were overwhelmingly ratified. Another such contract is with KTLA Television Station owned by the Tribune Co. It was noted that Tribune Co. recently filed for recognition under Chapter 7

of the Bankruptcy Act, a situation being closely monitored by the West Coast Office. Also significant is the new contract held by Stagehands Local 33 covering the Hollywood Palladium, a facility that has historically operated as a nightclub facility and concert venue. The Palladium recently concluded a major multi-million dollar renovation after securing funding through the Community Redevelopment Agency. The management company is now Live Nation. The renovation work was covered under a project labor agreement, which through the efforts of the Office of the Mayor Antonio Villaraigosa, included recognition of unions in place following the construction phase of the renovation and reopening. This points out the positive outcome of the West Coast Office's engagement in political and community affairs. It was reported that a continuing function of the West Coast Office is to conduct monthly Business Agent meetings open to officers of all the West Coast IATSE local unions. This forum allows for information sharing and the opportunity to engage a presence of local politicians whose work impacts our members working in the Entertainment Industry, as well as providing the avenue to joining in the various organizing campaigns involving the AFL-CIO union.

It was acknowledged that the West Coast Office is now formally known as the "Thomas C. Short Building" after a dedication ceremony held in October 2008.

WOUNDED MARINES CAREER FOUNDATION

International Vice President Michael F. Miller, Jr. and Assistant to

the President Deborah Reid reported to the Board on the Wounded Marines Career Foundation.

It was reported that some of the funding for the training obtained by the Veterans at the Foundation's facility is provided by the Veterans' Administration. The IATSE has been a significant participant in establishing and training activities of the Foundation. Classes are currently held in San Diego, California. Instruction in the various traditional crafts and classifications with the IATSE jurisdiction as well as those of the other entertainment guilds, the focus of the Program is to provide training of wounded Marines and other Military personnel who return from duty so that they may successfully re-enter the job market in positions that allow accommodations for their various disabilities while providing a meaningful and fruitful careers following their service to our country.

President Loeb added that he will meet with representatives of the Foundation to explore ways in which the IATSE might work with them to expand the training and employment opportunities for Veterans.

ETCP

International Vice Presidents Brian J. Lawlor and Anthony DePaulo reported to the Board that many organizations have made contributions or pledges to the Entertainment Technician Certification Program (ETCP) to support the ongoing training and certification it provides. By obtaining this training and certification members are able to obtain more employment opportunities as many employers are seeking out certified technicians.

The Board approved a contribution be made in the amount of



Special Representative
Ron Kutak and Executive
Director of Local 600
Bruce Doering



\$12,500 for 2009 and a second contribution in the same amount for 2010.

CLOSING REMARKS

At the conclusion of the open sessions of the Board meeting, President Loeb expressed his appreciation to the members of the General Executive Board and members of the Official Family, as well as the local union representatives for their sup-

port during his first six months in office as International President. He also stated that he owes a debt of gratitude to International President Emeritus Thomas C. Short for the accomplishments during his tenure in office and that without the foundation built by President Emeritus Short, the challenges faced by President Loeb, the Board and this

Alliance would be much more difficult to endure. President Loeb received a standing ovation from all those in attendance.

ADJOURNMENT

Having completed all business properly brought before it at this meeting, the Board adjourned at 10:05 a.m. on Friday, January 30, 2009.

REPORT OF THE DEFENSE FUND COMMITTEE

held at the

SHERATON ALBUQUERQUE UPTOWN • ALBUQUERQUE, NEW MEXICO • JANUARY 27, 2009

In conjunction with the Mid-Winter Meeting of the General Executive Board, the Defense Fund Committee met at 12:00 noon in the Registry/Regal/Wurlitzer rooms of the Sheraton Albuquerque Uptown, Albuquerque, New Mexico.

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

An appearance was made before the Committee on behalf of Local No. 12- Columbus, Ohio by Business Agent Richard Shack and International Representative Michael David.

After careful consideration of the documentation brought before it, the Committee authorized the following disbursements in accordance with Article Fourteen, Section 6 of the International Constitution:

Local No. 12- Columbus, OH	\$5,274.50	Legal
Local No. 28- Portland/Salem,OR	2,945.20	Legal
Local No. 822- Toronto, ON	2,456.50	Legal
Local No. 707- Palm Springs/ Palm Desert, etc., CA	2,500.00	Education
TOTAL	\$13,176.20	

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 12:20 p.m.

Respectfully submitted,
s/Matthew D. Loeb
s/Timothy F. Magee
s/J. Walter Cahill
s/Anthony DePaulo
s/John M. Lewis

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Ohio Members Works Columbus Center

Members of Columbus, Ohio Local 12 were installing signs for the Ohio Nursery and Landscape Association's CENTS tradeshow at the Columbus Convention Center. They were working for Associations, Conventions, and Tradeshows, Inc. (ACTS), a Columbus based general service contractor.



From left to right: Lloyd Johnson, Richard Seitz and Chad Ball.

ARTICLE NINETEEN, SECTION 31

All locals are reminded of their obligations under Article Nineteen, Section 31 of the International Constitution and By-Laws which reads as follows:

"No affiliated local union shall commence negotiations or execute or renew a collective bargaining agreement with a regional or national employer in areas of exhibition, trade show and display work, until it has notified the General Office in writing regarding same. At the option of the International President, an International

Representative shall be assigned to participate in the negotiations. No collective bargaining agreement may be executed by such locals unless signed by a representative of the International."

Tradeshow contracts should be filed with the General Office in New York and sent to the attention of Raffaella Gallace. Prior to contract expiration the International will send the required re-opener notices to the employer and to government agencies.

2009 CAS Career Achievement Award

IATSE Local 52 Production Sound Mixer Dennis Maitland received the Cinema Audio Society's highest accolade, the CAS Career Achievement Award, presented at the 45th CAS Awards on February 14th, 2009 in the Crystal Ballroom of the Millennium-Biltmore Hotel, Los Angeles.

Brother Maitland has worked on more than 80 feature films including *The Prince Of Tides*, *Moonstruck*, *Prizzi's Honor*, *...And Justice For All*, *Lenny*, *The Pawnbroker*, and *Three Days Of The Condor* to name a few. His television credits include "The Honeymooners", "Playhouse 90", "The Sunshine Boys", "The Ed Sullivan Show", "The Jackie Gleason Show" and many more.



Brother Dennis Maitland

As a music mixer, Maitland has worked with Miles Davis, Frank Sinatra, Count Basie, The Beatles, Duke Ellington, Ella Fitzgerald, Sarah Vaughn, the New York, Boston, Berlin, Philadelphia and Montreal Philharmonic Orchestras. On Broadway, Maitland was the sound designer for *Prisoner of Second Avenue*.

Maitland has been a leader in the use of SR Dolby, R-Dat, A-Dat, live production and multi-track. He is credited with introducing wireless mics to feature films in the early fifties.

The Cinema Audio Society© consists of over 550 Sound Mixers and Associates from the Film and Television Industries. The Society was founded to create a proper channel of communication between the related sound crafts and between those instrumental to the production and distribution of film and television soundtracks.



From left to right: Local 695 Business Agent Jim Osburn, International Vice President Michael Miller, Honoree Dennis Maitland, Dennis' son, Todd Maitland, President of CAS Edward Moskowitz, Local 52 Vice President John Fundus, Executive Board Member of Local 695 Gene Cantamessa and Executive Board Member of Local 52 Frank Graziadei.

Hollywood Local 729 presented Brother Walter D. Andersen with a Gold Card on January 19, 2009. Brother Andersen was one of the original Charter members when Local 729 was chartered in August of 1952. He joined on November 19, 1952 and worked as a set painter/sign writer up until his retirement in 1994. Congratulations.

International Trustee/Business Agent of Local 729 George Palazzo and Brother Walter D. Andersen.




NEW JERSEY LOCAL PRESIDENT APPOINTED TO STATE COUNCIL



New Jersey Governor Jon Corzine has appointed Northeast New Jersey Local 632 IATSE President, Kevin O'Brien, to the New Jersey State Council on the Arts.



The New Jersey State Council on the Arts was created by statute in 1966 and is an agency of government in the New Jersey Department of State. Its mission is to improve the quality of life in New Jersey, its people and communities by helping the arts to flourish.

Congratulations Brother O'Brien.




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THE ACTORS' FUND

www.actorsfund.org

The Actors' Fund is a nationwide human services organization that helps above and below-the-line professionals in theatre, film, television, music, opera, and dance in times of need, crisis, and transition.



WOUNDED MARINE CAREER FOUNDATION

www.woundedmarinecareers.org/

The focus of the Program is to provide training of wounded Marines and other Military personnel who return from duty so that they may successfully re-enter the job market in positions that allow accommodations for their various disabilities while providing a meaningful and fruitful careers following their service to our country.

Wounded Marines Career Foundation

In the minutes of the General Executive Board meeting held in Albuquerque, New Mexico, which appear elsewhere in this issue, it is noted that the International President Matthew D. Loeb advised the Board that he will explore ways in which the IATSE may expand its efforts to work with the Foundation in providing training and potential employment opportunities to those who have served in the U.S. military. Subsequently, President Loeb met with the Foundation's Co-Founder and 38-year Local 600 member Kevin Lombard on February 24, 2009. A preliminary discussion was held as to how the IATSE may pursue this expansion project to become of more assistance to the wounded Veterans.

If your Local has apprenticeship programs in place, or if staffing and manpower needs are issues that arise from time to time, and there are potential employment opportunities for wounded Veterans, you are encouraged to inform the International President's office of your desire to participate in our efforts to expand on the assistance we provide through the IATSE.

We would welcome the opportunity and look to each and every local union, regardless of craft or geographical jurisdiction, to further explore avenues across the United States that might provide employment opportunities to our wounded Veterans training at the Wounded Marines Career Foundation, in efforts to help them re-enter the civilian workforce upon returning home from duty.

Please forward your information to:
 Office of the International President
 1430 Broadway, 20th Floor
 New York, N.Y. 10018
 (Fax: 212-730-7809)





Congressman Supports Florida Local

At a scheduled speaking engagement to the Palm Beach Democratic Club at the Kravis Center in West Palm Beach, Florida, U.S. Congressman Alcee L. Hasting was informed that the Kravis Center had an illegal lockout against Local 500 Stagehands. The Congressman told the Club he would not go into the Kravis Center. The Club then canceled the meeting at the Kravis Center and rescheduled it to be held across the street at the Marriott. Local 500 PAC Member Michael Dittmeier and Business Agent Alan Glassman met up with U.S. Congressman Hasting to thank him for his support.



From left to right are Local 500 PAC Member Michael Dittmeier, U.S. Congressman Alcee L. Hasting and Local 500 Business Agent Alan Glassman.

UNION PRIDE ON INAUGURATION DAY

This is a photo of the float honoring labor in the Inaugural Day Parade in Washington, D.C. The entire float was created by union carpenters, welders, sculptors and painters. Constructed of steel, wood and foam, it is more than 17 feet

high and 24 feet long. Outlines of the diverse "faces of labor" surrounded the float to salute the backbone of our country - the hardworking men and women who make our nation strong.



International Vice President/Business Agent of Local 8 Michael Barnes (center), Shop owner/Local 8 member Steve McEntee and crew that built float are Local 8 members.

Canadian Tutors Organized by Local 212

Members of Local 212's new Tutors department pose for a picture after their swearing-in ceremony and orientation session. From left, Brian McConnell, Myrtle Fisher, Angela Anderson, Norma Espersen, Sandy McKee (Chair) with Local 212 President / International Vice President Damian Petti. Previously unrepresented, this department is the first group of Tutors to be represented by the IATSE in Canada.



Thomas C. Short, International President Emeritus of IATSE, was presented the Motion Picture Editors Guild Fellowship and Service Award by Editors Guild Executive Director Ronald J. Kutak at Loews Santa Monica, January 10, 2009.



PHOTO BY: WILLIAM STETZ



The Motion Picture & Video Projectionists Local 150, Los Angeles, California, has new members to its Executive Board. Pictured here, from left to right: Fourth Vice President Osvaldo Fungo, new Business Manager Leonard Del Real, new President Lee Sanders, Secretary-Treasurer Ricardo Costa, Second Vice President Martin Borne, and Third Vice President Robert Atkinson. Rounding out the Board is First Vice President Christopher Seo, who was appointed to the post by President Sanders.

Hollywood Local Celebrates 50th Anniversary



On November 8, 2008, Local 871 celebrated the 50th Anniversary of its charter with a celebration in Hollywood. Pictured here are Assistant Business Representative Heidi Nakamura, President James "dooner" Keough, International Vice President Michael Miller and Business Representative Missy Humphrey.

On January 31, 2009, President Emeritus Short visited the office of Local 707 in Palm Desert, California, and met with the members who were being certified for Aerial Lift Certification.



Back Row from left to right: Barry Gumaer, Scott Ridenour, Arthur Seay, President Emeritus Tom Short, Bobby Helm, Ian Eaton, Paul Panko, Sam DeLeo. Front Row from left to right: Shay Funk, Joe Rodriguez, Roscoe, Shelley Franz, Scott Waite.

PENTICTON VENUE JOINS INTERNATIONAL AGREEMENT BETWEEN IATSE & GLOBAL SPECTRUM

The IATSE and Global Spectrum's International Agreement has been implemented at the South Okanagan Events Centre in Penticton, British Columbia. This new 6,500-seat facility has increased job opportunities and membership for Local 118. Here is a crew photo taken with International Representative Barny Haines (far left, first standing row) just prior to the Feist concert, held October 14, 2008.



Professional Knowledge Can Provide a Safer Workplace

By Kent Jorgensen,
Chairman, IATSE Safety Committee



There are many things that make any workplace safer. Previous articles have talked about the importance of a safe attitude and the responsibility of employers to provide a safe workplace. Workplace injuries and illnesses cause heartache and pain, and they cost both the worker and the business money. In my perfect world (if I were the King of Show Business), bosses and employees would work together to prevent all on-the-job injuries and illnesses.

But, we all know this is not always possible.

As a worker in "this" world, ultimately you have to do what you can to protect yourself. This means education of how to do the tasks you are asked to perform on the job. I believe that a well trained worker with a safe attitude can have a career free of any serious job-related injury or illness. As a professional you should seek out training and information to be better at your job. Utilize the resource of your Union.

HOW DO YOU EDUCATE YOURSELF?

Hopefully you have an employer who sees the value in a well trained workforce. The workers will affect the bottom line by being more productive and saving on the cost of accidents. Attend and pay attention to the training offered. Locals and employers sometimes come together in helping to provide these classes.

If there is no formal training provided by the company, ask one of the old guys. Many people who have done a job for a long time are thrilled to show new people how to do it. Sometimes their ideas seem old fashioned, but open your mind; their years of experience have value. Yeah, they may move a little slower, but they often know the shortcuts to get the job finished fast. My Dad (an old guy) always told me, "Work smarter not harder".

Does your Local offer any kind of training or information sharing? Many Locals have some kind of classes avail-

able to members. In larger cities, locals share training with each other. There is information in newsletters and on Web sites. Local vendors will sometimes have classes they will invite people to.

There are classes available at some colleges and trade schools. Industry trade shows sometimes offer classes. Traveling seminars are also available for people interested in improving their skills.

The International and many IATSE locals are involved with the Entertainment Services and Technology Association (ESTA). The ESTA Foundation is an organization working on creating and supporting education in the entertainment industry. The Foundation puts on seminars and training all over the country, and it is working on Web-based publishing of information available to the industry.

Collecting books, catalogues, Web sites, and any other source of information is important to any working professional. Talk to people you meet at work and ask them what things helped them the most in learning their job. Build up a professional library, and look at it once in awhile.

Co-workers and employers may look out for you, but no one looks out for you like you do. When it comes down to it, the better you are at your job the safer you will be. Take some time to learn.



We Must Protect This House

The best way to protect our current jobs is to seek to continue to expand on our craft and geographic jurisdiction.

The IA has been well-served by this policy, and expanding our ranks from 65,000 to over 110,000 in the last 15 years is due in part to an aggressive expansion of jurisdiction.

The IA posture on expanded jurisdiction is two-fold. First there is a philosophical commitment to the idea that to work as a professional in the motion picture industry, there is a basic level of industry work standards, pay commensurate with contribution, and employer-paid health and retirement benefits. Second, is that our strength is derived from the degree we control the workforce.

Producers constantly seek to undermine our jurisdiction as a cost-saving measure. There are a number of forms this takes:

1. Subcontracting. Though most of our agreements allow for subcontracting, it is permitted in very limited and exceptional circumstances. In the instances where subcontracting is appropriate, the contract prohibits the company from paying less

than they would have paid if the work had been performed pursuant to our agreement. Business Agents and Shop Stewards need to scrutinize subcontracting arrangements and assure that they are legitimate and then that uphold the integrity of the contract.

2. Production Assistants. PA's don't do bargaining unit work. If there's a PA doing something in your department, they're not there doing you a "favor". They're displacing one of your brothers or sisters. Report this immediately to your Shop Steward and your BA.
3. Other unions. There are other unions in the motion picture industry whose idea of organizing is to poach work already under contract.

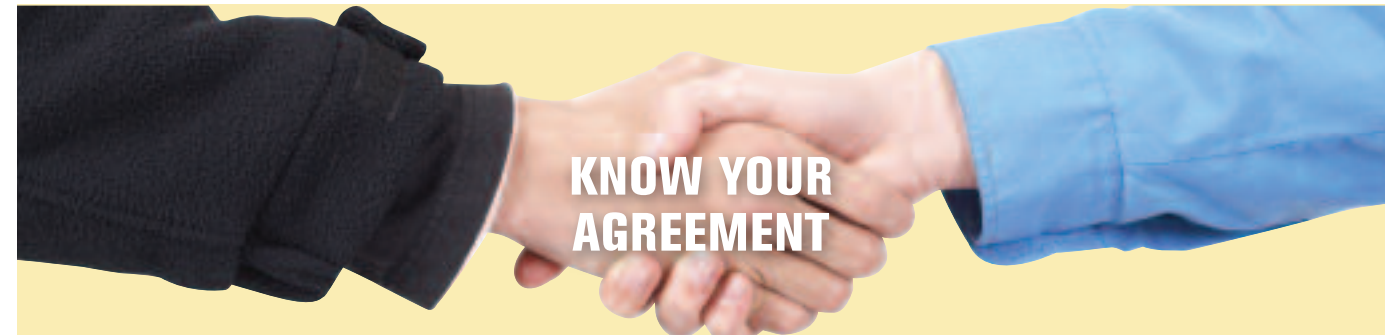
There are a lot of members who risked their jobs and who walked endless hours on picket lines to obtain the jurisdiction we have today. Please honor their work and their sacrifice by holding the line to preserve our hard-won jurisdiction. If you are aware of any of the above situations occurring on your job, contact your BA immediately. The job you save may one day be your own.

FREELANCE WORKERS AND HEALTHCARE

As the cost of healthcare rises by double digit increases each year, it is essential for IATSE members to make sure all jobs are done under an agreement. The vast majority of motion picture production is freelance work and most IA signatory employers pay a daily or an hourly rate towards each crew member's health and pension benefits. Whether your benefits are in the IA National Benefit Funds or the Motion Picture Industry Pension and Health Plans, or another union plan, you and your family cannot afford for your jobs to be non-union. The motion picture production business continues to change, with evolving new media and reality television production. These new employers

are not going to voluntarily line up at our door to pay benefits. Here are some tips to make sure your family is protected:

- Call in all of your jobs union or non-union.
- Help organize to get non-union shows turned union.
- Check in with your plan administrator to make sure your benefits have posted correctly.
- Know the savings measures within your plans such as in-network doctors and prescriptions-by-mail.
- Check your projected Social Security benefits at www.ssa.gov.



KNOW YOUR AGREEMENT

The rise of term agreements against the backdrop of new or evolving media creates new challenges to our members as they roll from job to job.

There are now thousands of companies who have signed one or more of the handful of term agreements offered by the IATSE. Additionally, many hundreds more companies negotiate single production agreements on a per project basis.

What this means is that whatever assumptions you have about your "deal" may be incorrect or incomplete.

Some common issues that warrant scrutiny are:

- Distant, nearby or local hire. Some contracts differentiate between a nearby and distant hire, others don't. Serial TV only has local hires in some circumstances. Know which category you are in. Don't rely on the producer to tell you.

- Travel time and mileage. If you're a distant or nearby hire, your "report-to" time may be different. If you are working out of the "report-to" zone, there are different time and mileage requirements under the various agreements.

- Overtime, Holiday Pay and Work Week. Generally these are pretty uniform. But not always. Holidays almost always differ in single production agreements.

Don't rely on the Best Boy or the compliance auditor to address these issues for you. If you're unsure, check with your Business Agent. We negotiate hard to obtain these terms and conditions and need everyone to know what is in the contract and to make sure they get everything that they're entitled to.

Support the IATSE-PAC

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

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

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

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

Name: _____

Occupation: _____

Local No.: _____

Current Employer*: _____

Mailing Address: _____

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

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

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

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

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



Pictured here is of the Road Crew and Local 19 Local Show Crew for the Production of "Dr. Seuss' How the Grinch Stole Christmas." The show was in production for 4 weeks at the Hippodrome Theater in Baltimore, Mary-

land. The Production was the first time the Grinch was shown off Broadway and will be the basis for at least 4 touring productions of the Grinch that will tour in the winter of 2009.

From left to right (top row): Ken St. Peter, Sara Evan, Keno Garcia, David "Pfish" Terry (Head Road Carpenter), June Abernathy, James Wilcox, Daniel Robillard, Peter Drummond, Kevin Tomey, Ian Michaud and Jeff Hartford.

Frank Mcgee, Paul Carolan, Jerry Gollick Sr., Bill Wallace (Head Electrician), Matthew Nowak, Bruce Holtman Jr. (Head Flyman and Steward), Scott Trieschman (Head Carpenter), Chuck Lamar (Head Sound) and Tim Strawbridge. Not pictured were Bruce Holtman, Sr. and Scott Uhlman from Local 19.

Bottom Row (Local 19 Crew) from left to right: Bill Ernst, Walter Reiger, Steve Kicas, James Bloom (Head Props),



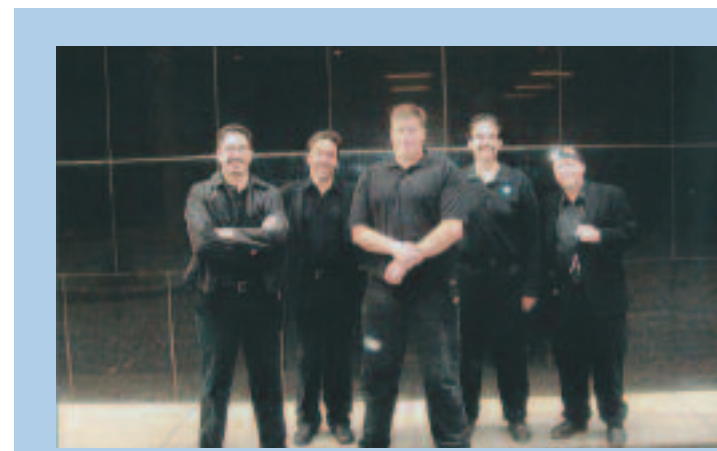
This photo is of the IATSE Local 822 wardrobe, hair and makeup crew of the "Nutcracker" for the National Ballet of Canada this past Christmas season.



PHOTO CREDIT: DAVID COOPER

Pictured here is the cast and crew from the Christmas Production of "Guys and Dolls". Included in the photo are members of Local 118, members of the American Federation of Musicians, members

of the Canadian Actors' Equity Association and administrative Staff of the Gateway Theatre in Richmond, British Columbia, Canada.



This photo is of the heads of department at The Bank Of America Theater in Chicago, IL

From left to right: Head Flyman Bill Palmer, Head Carpenter Bud Sweet, Head Propman Brian Walsh, Head Electrician JC Bussard, and Head Soundman Michael Mix.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Harold Jones	2	George H. Schultz	38	Yoshio Kamibayashi	665	Herach Arzounian	767
November 27, 2008		December 25, 2008		May 5, 2007		November 8, 2007	
William Nolan, Jr.	2	Jerry Lowe	51	Ernest Smith	674	James Ealy	767
October 5, 2008		November 27, 2008		November 19, 2008		May 6, 2008	
Raymond Schmitz, Sr.	2	Delmus Shaffer	51	Douglas L. Adam	695	Helene Kemp	767
November 9, 2008		November 2, 2008		November 8, 2008		May 6, 2008	
Bernard Brannigan	3	Thomas Ford	52	David J. Cazares	695	Forrest Painter	767
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Wilbur Russell	44	Harold Griggs	600	Mary Conner-Levine	764	Leonardo V. Danna	USA829
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Dan Sprague	44	Leonard Hirschfield	600	Jeanette Heller	764	Budd Hill	USA829
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Remembering Irving Cheskin

IATSE, THEATRE COMMUNITY, MOURN A GREAT FRIEND

The IATSE is mourning the loss of our dear friend Irving Cheskin, who worked for almost fifty years with unwavering energy on behalf of the entertainment industry's retirement and health benefit funds. He was 94 when he died and still working as a consultant to the Broadway League. Beloved on both sides of the negotiating table, Irving will always be considered "the father" of almost every health, retirement and pension benefit plan enjoyed today by



over 100,000 workers in entertainment across the country. International President Matthew D. Loeb said, "We have lost a great and caring voice in the world of entertainment, and a true friend. There are few people in any facet of our industry who have worked as long and tirelessly for the benefit of those working in the various industries in which we represent working people. He was an advocate for them and we will miss him dearly."

Irving was Executive Director of the Broadway League, then known as the League of New York Theatres, from 1961 to 1982. In 1967, he helped secure a network television deal for the foundering Tony Awards, ensuring that this now widely anticipated annual event has the recognition it deserves. In 1973, the League broadened its scope to embrace the touring

Broadway industry, and changed its name to the League of American Theatres and Producers. In 1982, Irving became the League's Director of Pension & Welfare, now called Employee Benefit Funds. He stepped down as Co-Director at the age of 94, but continued to work for the League as a consultant.

In the Summer of 2008 the Union side Trustees of the IATSE National Benefit Funds invited Irving, and his wife Mildred, to lunch to express the IA's deepest gratitude for his long and dedicated service to the participants. President Loeb reflects "Toward the end of the meal Mildred, eyeing my IATSE emblem lapel pin said 'Irving has to get one of those,' at which point I removed it and pinned it to his lapel. There was a gleam of pride in Irving's eyes. At first I thought it was because at that moment Irving felt like one of us. Upon reflection, I believe it was because he knew WE felt he was."

On Tuesday, December 23, at exactly 7:00 p.m., the marquees of all Broadway theatres were dimmed for one minute in his honor.

Our heartfelt condolences go to Mildred, his wife of 67 years, who survives him. Irving's dedication, compassion and goodness will truly be missed.

THANK YOU

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

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 Andrew Oyaas
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IN MEMORY OF
 Thomas Ford
 Doris Irene Magee
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 Fund Contribution
 Hazel Bernice Haines

Lawrence "Lorry" Richter

MAY 25, 1934 – JANUARY 25, 2009

Lawrence "Lorry" Richter grew up in Gary, Indiana and attended The Art Institute's Goodman Theater (now The Theater School at DePaul University) in Chicago. He moved to Los Angeles in the late 1950's and started his career at Western Costume Company. He became a member of Local 705 in 1961. His first major film (and one of his favorites) was "The Russians Are Coming, The Russians Are Coming".

Among the many films and television shows on which he was Costume Supervisor are: Universal's "Rockford Files", "The Name of the Game" and "Columbo". There was a feature article in TV Guide in 1974 calling Lorry the man behind Peter Falk's signature raincoat. Lorry also did the pilots for "The A Team" and "Magnum, PI".

Lorry proudly served as President of Local 705 four times, the position he held at the time of his passing. Additionally, he held offices of Vice President, Sergeant at Arms and was a long-standing and very involved member of the Welfare Committee, Finance Committee, Special Dues Committee, Men's Finished Membership Committee and many Negotiating Committees. Lorry was a frequent representative to both District 2 and the International IATSE conventions.

As a member of the Academy of Television Arts and Sci-



ences and one of the Academy's Board of Governors (in the late 1980's and early 1990's), Lorry served on the Membership Committee, National Awards Committee and the Scholarship Committee.

In 2001, Lorry was honored with the prestigious Lifetime Achievement Award from Local 705. International President Emeritus Thomas C. Short awarded a Local 705 Gold Card to Lorry in 1995 for his long and distinguished service. This was an especially meaningful honor for Lorry.

For many years, Lorry served as a member and as President of the Motion Picture Federal Credit Union.

He is survived by Lynne, his wife of forty-one years, son Jason and daughter-in-law Adrienne and their five month old son, Brady; and his daughter Leslie and son-in-law Mark and their children Raya (8), Ethan, (6), and Jude (3).

Lorry was always involved in his children's and grandchildren's activities, especially soccer and basketball. He enjoyed deep-sea fishing, was an avid reader and viewed innumerable Westerns. After retirement, Lorry and Lynne traveled extensively throughout Europe, the Baltic, the Amazon and most recently enjoyed safaris in Botswana and South Africa.

REMEMBERING BERNARD J. BRANNIGAN

Bernard was born in Pittsburgh, Pennsylvania and formerly of New York City before moving to Bridgewater, New Jersey 17 years ago. He started his career in theater in Pittsburg, PA where he was a member of Local 3. He then was employed as a manager at Lincoln Center for the Performing Arts and Carnegie Hall, and worked on Broadway for over 40 years as a member



of Local One. He was a veteran of the US Marines during the Korean Conflict. Bernard was a member of the Bridgewater United Methodist Church. He enjoyed woodworking and taking trips to Italy. In his spare

time he enjoyed music, photography and Theatre and especially spending time with his family. He was a devoted husband, father, brother and grandfather and will be sadly missed by his family and friends.

Surviving are his loving wife of 20 years, Carol, 4 sons, Timothy, Brien, Connor and Robbie, daughter Kerry Brannigan, brother Robert and a sister Patricia

Doherty and 2 grandchildren Jordan and Kalyn. Memorial contributions can be made to Broadway Cares/Equity Fights Aides, 165 West 47th Street, #1300, New York, NY 10036.

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

Reference Letters:

ADG,ST&GA,SD,MM&SA Art Directors Guild, Scenic Title and Graphics Artists, Set Designers, Model Makers and Studio Arts

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

AMPE Airline Motion Picture Employees

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

C Camerapersons

CDG Costume Designers Guild

CHE Casino Hotel Employees

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

EE Exhibition Employees

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

FAE First Aid Employees

ICG International Cinematographers Guild

LF/VT Laboratory Film/Video Technicians

LF/VT/C Laboratory Film/Video Technicians/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

MPSELT 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

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

S 129 HAMILTON/BRANTFORD, ON—Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8L 6T2. (905-577-9193) (Fax: 905-525-6657) Bus. Agt.: Gary Nolan.

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

S 210 EDMONTON, AB—Leanne Townsend, 10428-123 Street NW, Edmonton, AB, T5N 1N7. (780-423-1863)(Fax: 780-426-0307) Bus. Agt.: Malcolm Kerr.

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

O 262 MONTREAL, QC—Sylvain Bisailon, 3173 rue St. Jacques, Bureau E, Montreal, QC, H4C 1G7. (514-937-6855) (Fax: 514-846-0165) Bus. Agts.: (Proj.): Alain Beaudoin; (FOH) Stephane Ross.

M 295 REGINA/MOOSE JAW, SK—Lisa Falk, 1831 College Avenue, Regina, SK, S4P 4V5. (306-545-6733) (Fax: 306-545-8440) Bus. Agts.: (Film) Latif Cavanaugh; (Stage) Ken Grad.

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

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

PC, CP&HO 411 PROVINCE OF ONTARIO—Robert Shea, 1315 Lawrence Avenue, East, Unit 103, Toronto, ON, M3A 3R3 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON—Matt Flawn, P.O. Box 1594, Niagara On Lake, ON, L0S 1J0. (905-932-4461) Bus. Agt.: David Schilz.

S 467 THUNDER BAY, ON—James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 141. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

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

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

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

M 580 WINDSOR/CHATHAM, ON—Alan Smith, 538-430 Pelissier Street, Windsor, ON, N9A 4K9. (519-965-3732) (Fax: 519-966-7677) Bus. Agt.: Richard Edwards.

M 634 SUDBURY/NORTH BAY, ON—Keith Clausen, P.O. Box 68, Naughton, ON, POM 2M0. (705-665-1163) (Fax: 705-692-9726) Bus. Agt.: Jamie Adamson (705-788-2447) (Fax: 705-788-2448).

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

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

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

TW,MA&HS 822 TORONTO, ON—Ed Knuckles, 51 Galbraith Avenue, Toronto, ON, M4B 2B6 (416-759-6852) Bus. Agt.: Cheryl Batulis, 2 Neilor Crescent, Toronto, M9C 1K4 (416-622-9000) (Fax: 416-622-0900).

SA&P 828 PROVINCE OF ONTARIO—Daniela Mazic, P.O. Box 22562-300 Coxwell Avenue, Toronto, ON, M4L 2N7. (416-438-3388) (Fax: 416-438-3388) Bus. Agt: Katherine Lilley.

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

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

MPSPT 856 PROVINCE OF MANITOBA—Joe Laurin, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Joe Laurin.

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

MPSPT 873 TORONTO, ON—Marilyn Terry, 1315 Lawrence Ave., East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Kirk Cheney.

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

M 906 CHARLOTTETOWN, PE—Bill Higgins, P.O. Box 2406, Charlottetown, C1A 8C1. Bus. Agt.: Damon Compton.

TWU 924 STRATFORD, ON—Ihez Khan, P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) (Fax: 519-305-0576) Bus. Agt.: Sherri Neeb.

COLORADO

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

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

M 062 COLORADO SPRINGS—Bryan Patrick, 219 W. Colorado Avenue, Suite 102, Colorado Springs, 80903. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Manning.

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

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

CONNECTICUT

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

S 074 SOUTHERN CONNECTICUT—Joe Mico, P.O. Box 9075, New Haven, 06532. (203-773-9139) (Fax: 203-934-0074). Bus. Agt.: Jon Damast (203-981-8479).

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

SS,PC,CC&PA 161 CONNECTICUT/NEW YORK/NEW JERSEY—Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

DELAWARE

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

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

DISTRICT OF COLUMBIA

S 022 WASHINGTON—John Page, 1810 Hamlin Street, NE, Washington, 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

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

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

TWU 772 WASHINGTON—Sara Butt, P.O. Box 10999, McLean, VA 22102. (703-272-8590) (Fax: 703-272-8590). Bus. Agt.: Linda Boyland.

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

TBSE 819 WASHINGTON—P. Renee Moore, P.O. Box 5745 Friendship Sta., Washington, 20016. (202-966-4110) Bus. Agt.: David Lee.

T&T 868 WASHINGTON—Peter Clegg, P.O. Box 58129, Washington, 20037. (202-422-1782) (Fax: 202-416-8377) Bus. Agt.: Michael Gilotte.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN—Robert L. Wilson, P.O. Box 1084, Pensacola, 32591 (850-390-2367) (Fax: 850-455-0135). Bus. Agt.: Steve Brown.

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

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG—Judy Phillips, 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Richard McGauley.

M 412 BRADENTON/SARASOTA—Michael Verbil, P.O. Box 1307, Tallvest, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen (941-360-9672).

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

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

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD—(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hillsman, 690 Lincoln Road, Suite 203, Miami Beach 33139 (305-538-9226) (Fax: 305-538-9259). Illinois Office: 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607).

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

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

MPVT/LT/AC&GE 780 (See also Illinois)—Andrew J. Younger, 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Agt.: Andrew J. Younger.

EE 835 ORLANDO/DAYTONA BEACH—Richard Vales, 4403 Vineland Road, Quorum Ctr. B4, Orlando, 32811. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

AG&AOE&GA 843 ORLANDO—Brian J. Lawlor, 5385 Conroy Road, Suite 200, Orlando, 32811. (407-422-2757x12) (Fax: 407-843-9170) Bus. Agt.: Brian J. Lawlor.

GEORGIA

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

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)—Freddy Chancellor, 1000 Iris Drive, Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Agt.: Michael Akins.

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

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

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

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

S 124 JOLIET-Tim Kelly, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch.

S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-787-5440) (Fax: 217-787-5440) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/NORMAL/SPRINGFIELD/JACKSONVILLE/MACOMB/PEORIA-Mary Roffers, P.O. Box 172, Bloomington, 61701-0172 (217-201-3969). Bus. Agts.: Tim Noe (Peoria), Chris Fields (Bloomington).

M 217 ROCKFORD-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264)(Fax: 815-484-1085). Bus. Agt.: Dale Posey.

O 374 JOLIET/KANKAKEE-Mark Alfeo, 1518 Bates Road, Joliet, 60433. (815-353-1483) Bus. Agt.: Mark Alfeo.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: Michael Schmidt (618-967-2394).

SM 476 CHICAGO-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Monica J Cox, P.O. Box 3272, Urbana, 61803-3272. (217-621-2630) Bus. Agt.: Kevin G. McGuire (217-621-2630).

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hilsman, 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607). Florida Office: 690 Lincoln Road, Suite 203, Miami Beach, FL 33139. (305-538-9226) (Fax: 305-538-9259).

T&T 750 CHICAGO-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-509-8714) (Fax: 847-509-0587).

TBSE 762 CHICAGO-Tom Hoover, P.O. Box 3710, Lisle, 60532 (630-781-7731) Bus. Agt.: Dennis Gates.

TWU 769 CHICAGO-Cheryl Weber, 15253 S. Olympic Lane, Lockport, 60441. (847-732-6326) (Fax: 815-836-3407) Bus. Agt.: Shirley Berling.

MPVT/LT/AC&E 780 CHICAGO (see also Florida)-Andrew J. Younger, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Agt.: Andrew J. Younger.

ADG,ST&GA,SD,MM&SA 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)- 203 North Wabash Avenue, #1210, Chicago, 60601. (312-857-0829) Bus. Agt.: J. Christopher Phillips.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE/LOGANSPOUT/PERU/CONNORSVILLE/ANDERSON/MUNCIE/PORTLAND-John Baldwin, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: John Baldwin.

S 049 TERRE HAUTE-David G. Del Colletti, 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) (Fax: 812-237-3741) Bus. Agt.: David Target.

S 102 EVANSVILLE-Mark Fehr, 13 Dreier Blvd., Evansville, 47712 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE-Greg Palmer, 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037).

S 146 FORT WAYNE-James Seely, P.O. Box 13354, Fort Wayne, 46868. (260-484-3288) Bus. Agt.: John H. Hinen, Jr.

O 163 CLARKSVILLE, IN/LOUISVILLE, KY-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN, 47119. (812-923-1295).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers.

O 194 INDIANAPOLIS/KOKOMO/LOGANSPOUT/PERU/WABASH/RICHMOND/MUNCIE/PORTLAND-Stephen A. Beeler, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

O 373 TERRE HAUTE-Richard Munn, P.O. Box 9294, Terre Haute, 47808. Bus. Agt.: Richard T. Munn, 8774 N. Kennedy Cir. Dr., Brazil, 47834. (812-446-2722)

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK-Mark R. Sarris, 1600 N. Willis Dr., #192, Bloomington, 47404. (812-327-4262) Bus. Agt.: Mark R. Sarris.

EE 836 INDIANAPOLIS-Jean Winegard, 1407 E. Riverside Drive, Indianapolis, 46202. (317-638-3226) (Fax: 317-638-6126) Bus. Agt.: Jean Winegard.

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

IOWA

S 042 SIOUX CITY, IA/OMAHA/FREMONT, NE-Cassie Moore, P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3571). Bus. Agt.: Bob Lane

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-MaryJo Williams, 897 85 Place, Pleasantville, 50225. (641-842-4703) (515-707-8567) Bus. Agt.: Randy Slocum.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Rich Harris, P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall.

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/DUBUQUE-Thomas E. Poggenpohl, P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic.

TWU 831 COUNCIL BLUFFS, IA/OMAHA, NE-Alice George Holmes, 22108 Trailridge Blvd., Omaha, NE 68022 (402-289-1914) Bus. Agt.: Betty Haffner.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 1613 Summit, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Anne Bailey, P.O. Box 3052, Wichita, 67201. (316-267-5927) (Fax: 316-267-5959) Bus. Agt.: Trucia Quistarc.

M 464 SALINA-Susan Tuzicka, P.O. Box 617, Salina, 67401-0617. (785-825-2995). Bus. Agt.: Bill Tuzicka.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-James Tomes, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison.

O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN 47119. (812-923-1295).

M 346 LEXINGTON-Merrill Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.

M 369 ASHLAND, KY/HUNTINGTON, WV/FRONTON, OH-Judy M Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair (304-416-0977).

TWU 897 LOUISVILLE-Lisa Green, 5204 Saint Gabriel Court, Louisville, 40291. (502-491-1071) (Fax: 502-491-1071) Bus. Agt.: Rita Gagliardi.

LOUISIANA

S 039 NEW ORLEANS-Darrrell Eik, P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK- George J. Hollier, 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455). Bus. Agt.: Todd J. Johnson.

S 298 SHREVEPORT-Robbie Mayberry, 715 McNeil Street, Shreveport, 71101 (318-227-2914) Bus. Agt.: William Gaston.

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

M 668 MONROE-Dan Saterfield, 1427 Cedar Street, West Monroe, 71291. (318-355-0522). Bus. Agt.: Ross Slacks.

TWU 840 NEW ORLEANS-Lesly Davi, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Doug Born, P.O. Box 993, Portland, 04104 (207-657-7100). Bus. Agt.: Dave Herrman.

TBSE 926 AUBURN-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

MARYLAND

S 019 BALTIMORE-Steve Wallace, 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman.

MPP,O&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-668-9545) Bus. Agt.: Karl O. Gilbert.

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

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

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

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

MASSACHUSETTS

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

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto.

M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair.

M 096 WORCESTER-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: (Stage) Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339); (Proj.) Thomas McGauley, 53 Townsend St., Worcester, 01609. (508-756-8417).

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

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

M 195 LOWELL, MA/NEW HAMPSHIRE-Sandra Galley, P.O. Box 514, Mt. Vernon, NH 03057 (603-672-8307). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

M 232 NORTHAMPTON/AMHERST-Paul Yager, P.O. Box 96, Deerfield. 01342. (413-687-3679) Bus. Agt.: Ted Hodgen.

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

TWU 775 BOSTON-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338)(Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.

M 792 PLYMOUTH/CAPE COD-Robert Woodward Jr, 18 West Pond Road, Plymouth, 02360. (508-747-0248) Bus. Agt.: Maureen Crockett, Box 180 Newton Jct., New Hampshire, VT 03859. (603-382-7348).

MICHIGAN

M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH- Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Stasia Savage.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Edwin J. Miller, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Timothy Magee.

M 187 NILES, MI/SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers.

MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequinder Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

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

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/TRVERSE CITY/ALPENA- John McDaniel, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: William Minihan.

M 395 ANN ARBOR/MONROE-Derek Dubyak, P.O. Box 8271, Ann Arbor, 48107. (734-845-0550)(Fax: 734-482-0380). Bus. Agt.: Cal Hazelbaker.

MPP,O& VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-743-9475) (Fax: 810-743-2826) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Tina Bell, 2565 Armada Drive, Auburn Hills, 48326. Bus. Agt.: Frederick Schefsky.

TWU 786 DETROIT-Diane McDaniel, 27830 Jefferson, St. Clair Shores, 48081. (586-771-3870) (Fax: 586-771-3870) Bus. Agt.: Beverly Lombart.

SM 812 DETROIT-John DeMonaco, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Timothy F. Magee.

MID-ATLANTIC AREA

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

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ST. PAUL-Royce Jackson, 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Dirk Ostertag.

S 032 DULUTH-James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Al Eastman.

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, 6066 Shingle Creek Pkwy., Suite 1161, Minneapolis, 55430-2316. (612-706-1450) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Edward D. Searles, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund (507-753-3262).

SM 490 STATE OF MINNESOTA-Wendy J. Carr, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) (Fax: 612-627-9734) Bus. Agt.: William Devins.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-237-0499) Bus. Agt.: James Torok.

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Mike McHugh.

SM 492 NORTHERN MISSISSIPPI/STATE OF TENNESSEE-Theresa Morrow, P.O. Box 90174, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Beka Gregory.

M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas.

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

M 674 BILOXI/GULFPORT-William A. Collins, 10094 Road 312, Pass Christian, 39571. (228-388-8191) Bus. Agt.: David Ashby.

MISSOURI

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

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 1613 Summit, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 6978 Chippewa, Suite 1, St. Louis, 63109. (314-351-5600)(Fax: 314-351-5600) Bus. Agt.: William Watkins.

M 421 CAPE GIRARDEAU, MO/HERRIN/CENTRALIA, IL-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: Michael Schmidt (618-967-2394).

SM 493 ST. LOUIS-Cat Cacciatore, P.O. Box 410151, St. Louis, 63141. (314-614-0591) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen.

T&T 774 ST. LOUIS-Mary Althage, 4056 Avenue F, St. Louis, 63123 (314-631-5065). Bus. Agt.: Angie Walsh, (314-647-9424).



NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

NEW HAMPSHIRE

M 195 LOWELL, MA./NEW HAMPSHIRE-Sandra Galley, P.O. Box 514, Mt. Vernon, NH 03057 (603-672-8307). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

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

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Andrew Nolan, 2237 Hartranft Street, Philadelphia, PA 19145. (215-952-2106) (Fax: 215-952-2109) Bus. Agt.: Michael Barnes.

S 021 NEWARK-Jacky Riotto, 2933 Vauxhall Rd., Millburn Mall, Vauxhall, 07088. (973-379-9265) (Fax: 908-964-0243) Bus. Agt.: Stanley Gutowski.

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

S 059 JERSEY CITY-Warren Gonzales, P.O. Box 3122, Secaucus, 07096. (973-572-2226) Bus. Agt.: Warren Gonzales.

M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-317-0958) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

M 534 MIDDLESEX/MERCER/UNION COUNTIES/OCEAN COUNTY/ASBURY PARK/LONG BRANCH-Richard Rettino, P.O. Box 722, New Brunswick, 08903. (732-565-9200) (Fax: 732-565-0534) Bus. Agt.: Jay Lynn (732-616-6337); Bus. Rep.: Craig Werner (732-539-4560).

M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.

M 632 NORTHEAST NEW JERSEY-Judy Feltus, 36 Bergen Street, Hackensack, 07663. (201-457-1632) (Fax: 201-457-3362) Bus. Agts.: (Stage) Joe Villani; (Proj.) Patrick Riley.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA-Beverly S. Nolan, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 215-643-6705) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002.

CHE 917 ATLANTIC CITY-Daniel Bauer, 4119 Atlantic Avenue, Atlantic City, 08401. (609-345-0550) (Fax: 609-345-4554) Bus. Agt.: Marc Zarych.

NEW MEXICO

M 153 LAS CRUCES, NM/EL PASO, TX-Ignacio Flores, 3349 Dunganvan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-886-4900) Bus. Agt.: Robert Sandoval.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Adam Morrow, P.O. Box 81376, Albuquerque, 87198. (505-250-0994) Bus. Agt.: Brian Shaffer.

SM 480 STATE OF NEW MEXICO-D.L. Herbert De Wing, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-896-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Darlene Jones, 369 Playful Meadows, Rio Rancho, 87144. (505-681-0601) (Fax: 505-896-8437) Bus. Agt.: Ann Schreiber (505-247-8474).

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Kevin McGarty and Michael Wexselblatt; (TV) Robert C. Nimmo and Edward J. McMahon, III.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Lewis Resnick.

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617 (315-625-4131). Bus. Agt.: Keith Russell.

S 010 BUFFALO-Charles Gill, 82 Southcrest Avenue, Cheektowaga, NY 14225 (716-634-5529) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-427-1580) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

S 025 ROCHESTER-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.

M 029 TROY-Richard M. Regnier, Sr., Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) (Fax: 518-372-3176) Bus. Agt.: Richard M. Regnier, Sr.

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

S 054 BINGHAMTON-Mark A. Hoskins, 9 Lindbergh Street, Johnson City, 13790. (607-729-5057) (Fax: 607-729-6869) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

TBSE 100 NEW YORK-Rich Rahner, 32 Ida Lane, North Babylon, 11703 (203-668-7369) Bus. Agt.: Greg Calvin.

M 121 NIAGARA FALLS/BUFFALO-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

O 253 ROCHESTER-James Reilly, P.O. Box 10422, Rochester, 14610-0422. (716-352-5174) (Fax: 716-235-7262) Bus. Agt.: John Cooley, 295 Buckman Road, Rochester, 14626. (716-621-4192)

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 80 McDaniel Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell,

P.O. Box 1147, Elmira, 14902. (607-732-8324) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159).

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

M 311 MIDDLETOWN/NEWBURGH/KINGSTON-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-692-4358) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).

O 324 ALBANY-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill (518-399-2085).

S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Robert Sullivan, P.O. Box 160, Jericho, 11753. (516-781-0594) (Fax: 516-781-0698) Bus. Agt.: Brian J. Frankel.

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

M 499 POUGHKEEPSIE-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439)(Fax: 208-441-6915) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439).

M 524 GLENS FALLS/SARATOGA-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

M 592 SARATOGA SPRINGS-James Farman, 47 County Route 76, Stillwater, 12170. (518-587-9160). Bus. Agt.: Paul C. Koval, 196 County Road 67, Stillwater, 12170.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and Illinois) Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Robert Sweeney, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

M 645 ROCKLAND COUNTY-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (845-568-0786) Bus. Agt.: Glenn Stroud.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

LF/VT 702 NEW YORK-William Andrews, 542 Eastbrook Road, Ridgewood, NJ 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio(201-447-0753).

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

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

TWU 764 NEW YORK AND VICINITY-Jenna Krempel, 545 West 45th Street, 2nd fl., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Francis Gallagher; (Film) James P. Hurley.

TWU 783 BUFFALO-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 27 Warburton Pl., Buffalo 14223.

T&T 788 ROCHESTER-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: John Giffen.

TBSE 794 NEW YORK-David Hodges, P.O. Box 154, Lenox Hill Station, New York, 10021. (646-596-3539) (Fax: 212-734-8138) Bus. Agt.: Timothy Daughtry.

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

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

TBSE 821 ELMIRA-Norman Stull, 101 E. Water Street, Elmira, 14901 (607-733-5518) Bus. Agt.: Jon Shaban.

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

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON-Francis O'Brien, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce.

TWU 858 ROCHESTER-Kathleen Olson, 21 Wimbledon Rd., Rochester, 14617. (585-338-7915). Bus. Agt.: Anne Bowes.

ATPM 18032 NEW YORK-Nick Kaledin, 62 West 45th Street, Suite 901, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Nick Kaledin.

USA 829 NEW YORK REGIONAL OFFICE-Carl Baldasso, 29 West 38th Street, 15th fl., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Michael McBride.

NORTH CAROLINA

M 278 ASHEVILLE-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) (Fax: 828-667-2047) Bus. Agt.: Michael D. Rhodes.

M 322 CHARLOTTE/GREENVILLE-Victoria Perras, 4037 E. Independence Blvd., #250, Charlotte, 28205. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435).

M 417 DURHAM/CHAPEL HILL/RALEIGH-Amy O'Donnell, P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 919-477-5833) Bus. Agt.: Rob McIntire.

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

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

M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-Bland Wade, P.O. Box 15338, Winston-Salem, 27113-0338. (336-399-7382) (Fax: 336-770-1448) Bus. Agt.: Patrick O. Kelly.

ADG,ST&GA,SD,MM&SA 800 SOUTHEAST OFFICE (See also California, Illinois and New York)-John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

NORTH DAKOTA

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-237-0499) Bus. Agt.: James Torok.

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-1302) Bus. Agt.: Thomas Guidugli.

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Joe McCutcheon, 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, 2581 East Fifth Avenue, Columbus, OH 43219.

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

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-Michael Lehane, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Dave Vacca.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Helen Louie, 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie.

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

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

S 101 NILES/WARREN/YOUNGSTOWN-David Rees, P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

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

SM 209 STATE OF OHIO-Jonathan Andrews, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan.

M 369 IRONTON,OH/HUNTINGTON, WV/ASHLAND, KY-Judy M Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-416-0977).

TWU 747 COLUMBUS-Sandy Higginbotham, 723 Waybaugh Dr., Gahanna, 43230. Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).

T&T 756 CLEVELAND-Glenn Barry, 17157 Rabbit Run Dr., Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Erin Patton.

TWU 864 CINCINNATI-Mary Ann Wheeler, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

TWU 886 DAYTON-Sharleen Rafferty, P.O. Box 124, Dayton, 45401-0124. (937-277-7499). Bus. Agt.: Cynthia Closser.

OKLAHOMA

S 112 OKLAHOMA CITY-Scott Hartzog, P.O. Box 112, Oklahoma City, 73101-0112. (405-232-4793) (Fax: 405-231-2778) Bus. Agt.: Rick Carpenter.

S 354 TULSA/PONCA CITY-Paul Clear, P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown.

M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday.

TWU 904 TULSA-Barbara Cosper, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

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

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

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-344-6306) Bus. Agt.: Jim Rusby.

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

PACIFIC NORTHWEST

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

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

PENNSYLVANIA

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, 107 Villag Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 WARREN COUNTY, PA/JAMESTOWN/CHAUTAUQUA, NY-Eric Bolling, 80 McDaniel Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).

M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY-Judi S. Miller, 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Charles Reynolds.

M 329 SCRANTON/PITTSTON-Patricia Martin, 1266 O'Neill Highway, Dunmore, 18512. (570-963-0856) Bus. Agt.: Gary Lippi (570-282-6460).

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: George Jaber.

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

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

M 636 LEWISTOWN/STATE COLLEGE/ HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINSGROVE/INDIANA-Roger Tharp, IV, P.O. Box 394, State College, 16804. Bus. Agt.: Fred Park, Jr. (814-883-0769).

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

TWU 787 PITTSBURGH-Deborah Termini, 9 Beltzhoover Ave., Pittsburgh, 15210-1009. (412-471-7787) (Fax: 412-471-7787) Bus. Agt.: Joan Goughler (412-443-1366).

TWU 799 PHILADELPHIA/CAMDEN, NJ-Beverly S. Nolan, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 215-643-6705) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002.

TBSE 804 PHILADELPHIA-Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (215-922-4594). Bus. Agt.: Debbie Harris.

TBSE 820 PITTSBURGH-David Ferry, P.O. Box 110035, Pittsburgh, 15232. (724-733-1236) Bus. Agt.: Marji Murphy.

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

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

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Carlos Santos, Chile Street, #259, San Juan, PR 00918 (787-764-4672) (Fax: 787-756-6323).Bus. Agt.: Mitzy Ann Ramirez.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-John Brennan, 90 Printery Street, Providence, 02904. (401-225-2308) Bus. Agt.: Patrick Ryan, 6 Driftwood Drive, Barrington, RI 02806.

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

TW, MA&HS 830 STATE OF RHODE ISLAND-Deborah Voccio, P.O. Box 5915, Providence, 02903. (401-527-5009) (Fax: 401-615-2195) Bus. Agt.: Frances Howe, 85 Pine Hill Road, North Scitvate, 02857. (401-647-9333).

SOUTH CAROLINA

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

M 347 COLUMBIA-Vivian Vandegrift, P.O. Box 8876, Columbia, 29202 (803-394-1896) (Fax: 866-925-3475) Bus. Agt.: James Harwell.

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

SOUTH DAKOTA

S 220 SIOUX FALLS-Terry Bader, P.O. Box 2040, Sioux Falls, 57101. (605-521-9335) Bus. Agt.: Paul J. Wyatt.

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

M 731 RAPID CITY/BLACK HILLS AREA-Keith Koball, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: John Henderson (605-391-1837).

TENNESSEE

S 046 NASHVILLE-Deborah McCarley, 211 Donelson Pike, #202/203, Bldg A, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Michael J. Gilbert.

S 069 MEMPHIS-Allen Byassee, 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994)(Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

S 140 CHATTANOOGA-R.E. Hobgood, P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-876-7985) Bus. Agt.: Chris Keene.

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

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

M 699 JOHNSON CITY/KINGSPOET, TN/BRISTOL, VA-Joseph Washburn, P.O. Box 442, Unicoi, TN 37682. (423-741-7434) Bus. Agt.: Shelby Gene Coffey.

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

TWU 894 KNOXVILLE-Pamela Allen, P.O. Box 14653, Seymour, 37865. (865-659-9701) Bus. Agt.: Roland Harkness.

TWU 915 NASHVILLE-Barbara W. Sullivan, P.O. Box 383, Hermitage, 37076. Bus. Agt.: Judy Resha (615-851-6055).

TEXAS

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

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

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Jim Brady, P.O. Box 185178,

Fort Worth, 76181. (817-284-8596) (Fax: 817-284-0968) Bus. Agt.: Dale Domm.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita Peck, 4116 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: Carl Labry.

M 153 EL PASO, TX/LAS CRUCES, NM-Ignacio Flores, 3349 Dungarvan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-886-4900) Bus. Agt.: Robert Sandoval.

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

M 205 AUSTIN-Michelle Lehman, P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Jon Maloy.

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

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

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

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

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

TBSE 796 STATE OF TEXAS-Terri Parris, P.O. Box 70826, Houston, 77270. (713-417-8949) Bus. Agt.: Larry Allen.

TWU 803 DALLAS/FORT WORTH-Sophia Shelton, P.O. Box 570574, Dallas, 75357 (214-328-7983) (Fax: 214-328-7983). Bus. Agts.: (Dallas) Patsy F. Neumann (214-352-8418)(Fax: 214-352-8418); (Fort Worth) Kathy Neel Gentry (817-834-4256) (Fax: 817-834-4256).

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

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

AMPE 920 DALLAS/FORT WORTH-Paul Thompson, 4841 W. Royal Lane, Irving, 75063. Bus. Agt.: David Dick.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Reed Fanning, 526 West 800 South, Salt Lake City, UT 84101. (801-359-3552) (Fax: 801-532-6227) Bus. Agt.: Patrick Heltman.

EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-Brian Faulkner, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0715) Bus. Agt.: Brian Faulkner.

VERMONT

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

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

VIRGINIA

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson.

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA-William Eldridge, P.O. Box 100, Sandston 23150 (804-539-6205). Bus. Agt.: John Fulwider (804-746-1601)(Fax: 804-746-1601).

M 264 NEWPORT NEWS/HAMPTON/WILLIAMS-BURG-Gregory S. Mitchell, P.O. Box 9124, Hampton, 23670. (757-838-9045) (Fax: 757-838-9045) Bus. Agt.: Amia Cannon, 106 Twin Oaks Drive, Hampton, 23666. (757-826-9191).

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

SM&T 487 MID-ATLANTIC AREA-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

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

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPOET, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) Bus. Agt.: Shelby Gene Coffey.

WASHINGTON

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

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

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

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

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

WEST VIRGINIA

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

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

M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-416-0977).

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, P.O. Box 293, Morgantown, WV 26507. (304-296-7549) (Fax: 304-293-3550) Bus. Agt.: William Delbridge.

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

WISCONSIN

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

M 141 LaCROSSE-Trygve Zielke, N 2528 Baker Road, La Crosse, 54608. (608-787-7667) Bus. Agt.: William Timm.

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

M 251 MADISON/COLUMBIA/SAUK COUNTY-Brooks McGrath, 2125 Davis Hills Drive, Verona, 53593. (608-848-9084) (Fax: 608-848-9084) Bus. Agts.: (Stage) Chris Gauthier; (Oper.) Tim Romano.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU-Richard Comfort, P.O. Box 3351, Oshkosh, 54903. (866-426-4707) Bus. Agt.: Stephen Dedow.

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

WYOMING

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

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

Local Secretaries and Business Agents of the Special Department Locals

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

Reference Letters:

AAE Amusement Area Employees

AE Arena Employees

AFE Arena Facility Employees

AMTS Admissions, Mutual Ticket Sellers

B Back Room, Film Exchange Employees

BPTS Ball Park Ticket Sellers

F Front Office, Film Exchange Employees

MT Mail Telephone Order Clerks

T Theatre Employees - Special Departments

TSA Ticket Sales Agents

CALIFORNIA

T B18 SAN FRANCISCO-Christine Costello, 965 Mission

St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Christine Costello.

T B32 SAN JOSE-SANTA CLARA COUNTY-Carol Jossi, P.O. Box 2832, Santa Clara, 95055. Bus. Agt.: Nancy Williams.

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

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

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

CANADA

T B173 TORONTO/HAMILTON-Lloyd Ricketts, 8 Lowry Square, Scarborough, ON, M1B 1N6 Bus. Agt.: Chastity Brooker.

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

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

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

COLORADO

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

T B30 DENVER-Jim Curran, P.O. Box 21735, Denver, 80221-0735.

DISTRICT OF COLUMBIA

TSA B868 WASHINGTON-June Carter, c/o Cocome, 2500 Virginia Ave., N.W., #308, Washington,



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-Robert Horan, 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458) (Fax: 314-647-2005). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (314-503-3706).

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-Curtis Bunche, P.O. Box 20561, New York, 10129.

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

AFE AE936 ALBANY-Cory Straker, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

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.: Donald Kumpf, Sr.

T B148 AKRON-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

AMTS B754 CINCINNATI-Johnna Koehler, P.O. Box 54255, Cincinnati, 45254. (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.



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- **Hospital Care Grants** of \$1,000 for qualified participants in the Union Plus Credit Card, Mortgage or UnionSecure Insurance programs who have been recently hit with large, unreimbursed hospital expenses
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- **Job Loss Grants** of \$250 for qualified Union Plus Credit Card holders who have been recently laid off for more than 90 days
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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

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