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## IATSE Launches LEAP (Labor Education Assistance Program)

### IATSE Will Pay Tuition for Labor Studies Courses

Announcing the IATSE Labor Education Assistance Program. The IATSE LEAP will pay tuition for Labor Studies courses at accredited colleges and Universities throughout the United States and Canada. Local union officers can now have tuition and reasonable housing expenses reimbursed through the International for pre-approved union skills classes, online courses, and college degree classes. For details, see the article in the Official Bulletin. For class information, visit the National Labor College's Web site at [www.nlc.edu](http://www.nlc.edu).



# IATSE OFFICIAL Bulletin

THIRD QUARTER, 2009

NUMBER 625



*"We continue to work together to rebuild the path to our future and continue to strengthen this International by Organization and Mutual Endeavor."*

**Matthew D. Loeb, International President**



66TH QUADRENNIAL CONVENTION • ORLANDO, FLORIDA • JULY 27-31, 2009

# IATSE OFFICIAL Bulletin

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NUMBER 625

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Ron Phillips and Van Redin, Local 600



To purchase a print of the 66th Quadrennial Convention Photo (pages 6-7), please send your Check/Money Order, payable to IATSE, to the IATSE General Office to the attention of Assistant to the Editor MaryAnn Kelly. The cost of the photo is \$20.00 (U.S.), includes shipping and handling. Purchases with a credit card are not available.



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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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**Thomas C. Short** International President Emeritus  
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## By Organization and Mutual Endeavor

The 66th Quadrennial Convention is now behind us and I want to express my appreciation to all the Host Locals, and to all the Delegates who made the convention such a great success. I believe the actions of the Convention demonstrated an unprecedented sense of solidarity upon which we can build and move forward.

We must maintain that same solidarity and stand united as we face the difficult and challenging times ahead and demonstrate that in unity there is strength. This has proved to be true in some of our recent efforts, whether with the George Fern Company in the world of trade shows, with NETworks in stagecraft, and with Larry Levinson in television production. We came together to protect ourselves and each other, and we must continue to do so.

The 2009 Convention also adopted a number of resolutions, several of which were regarding Health Care Reform and Anti-Piracy. These are both major issues that we must continue to address and we must step up our efforts to keep on top of our legislators to be sure they understand the impact of these issues on our industry, on our membership and on working men and women across our two countries.

Health care is a critical issue to all working families and the current stalemate in Congress regarding health care reform has caused us more than a little concern. The bright promise of the new administration is still only potential unless and until we can see real results that will provide coverage for everyone.

We must also take an integral role in the effort to protect against theft of intellectual property, so-called piracy that is costing our own health plans millions of dollars every year and drains the flow of revenue to our employers, denying us jobs. At the convention, we encouraged every delegate to contact his or her representatives in the United States Congress on these issues. It is now up to each local, and each member, to see that their voices are heard, their needs are met, and their futures secured. In Canada, we have seen the positive effects of amendments to the criminal code, however, we must not be complacent. Instead, we must continue to lobby and support political allies who are supportive of tightening up copyright protections.

We take pride in the fact that we are a family, we have strength in numbers, and skills that are unique in the workforce. Our unity is the strongest statement we can make at a time of continuing challenge. We must continue to strive to make progress toward our goals. Our involvement in the political process gave us a victory in 2008. It is my great hope that we can continue to keep up that level of involvement and see our goals realized in the not too distant future.

### OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at Sheraton Austin Hotel, 701 East 11th Street, Austin, Texas 78701 at 10:00 a.m. on Monday, January 25, 2010, and will remain in session through and including Friday, January 29, 2010. 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 Sheraton Austin Hotel by calling 512-478-1111. 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.

Cut-off date: January 1, 2010

## An Extended Thanks

This issue of the Official Bulletin focuses on the recently concluded 66th Quadrennial Convention held in Orlando, Florida. As such, it presents an opportunity for me to express my sincerest appreciation for the efforts and achievements of those who helped make our Convention such a tremendous success.

While thanks in general are due to a great many people, I would particularly like to express my gratitude to the staff of the IATSE General Office for their hard work and dedication throughout the many long months of preparation. The challenges involved with moving our operations over 1,000 miles were numerous, but the entire process was managed with foresight and finesse. In addition, those staff members that traveled to Orlando and provided front-line assistance to officers and delegates deserve special recognition for the dedication that they demonstrated.

This was the largest Convention in the history of our Alliance and the extraordinary hospitality of the Host Locals, 161, 477, 600, 631, 700, 780, 798, 800, 835, and United Scenic Artists Local 829, was much in evidence. Delegates, staff and guests were all made most welcome by our host locals and I know they were most appreciative.

It was also a pleasure to see the IATSE's extended family of organizations at the Convention. Representatives of the IATSE National Benefit Funds were available to provide information and individual support for delegates. The Will Rogers Foundation once again provided free health services including cholesterol and blood pressure monitoring. Union Privilege provided information on the various financial services available to IATSE members and the Actors' Fund provided information on their numerous programs.

The members of the Credentials Committee ensured that delegate registration was a smooth and orderly process. It is no easy task to accommodate many last minute changes and get 836 delegates registered in a timely manner, but this team did it with efficiency and grace.

Finally, thank you to the delegates for the support you gave me personally and for your commitment and participation in the supreme governing body of the IATSE. This was my 8th IATSE Convention, and my second Convention as General Secretary-Treasurer. The delegates in Orlando were amongst the most dedicated and hard working that I have seen. Whether it was sacrificing evenings by participating on the various committees or attending any number of caucuses that occurred outside the hours of the general sessions, the delegates were clearly committed to moving our organization forward. As we continue to work together over the next four years we will do just that.

### 2010 SUPPLIES

The 2010 Supplies will be mailed in late November to those local unions that have submitted their 3rd Quarterly Report for 2009 and purchased the appropriate number of per capita stamps.

The number of per capita stamps that must be purchased is based on the number of members reported on the 1st and 2nd Quarterly Reports plus two times the number of members reported on the 3rd Quarterly Report [to allow for an estimate of the numbers that will be reported on the 4th Quarterly Report]. When the 4th Quarterly Report is submitted in January 2010, an adjustment to balance the local's account is made if necessary.

### PER CAPITA TAX INCREASES

Delegates to the 66th Quadrennial Convention voted to increase the per capita tax for local unions by one dollar (\$1.00) effective 1/1/2010, two dollars (\$2.00) effective 1/1/2011 and one dollar (\$1.00) effective 1/1/2012, all of which is to be allocated to the General Fund. Per capita tax for Special Department local unions will remain unchanged.

# 66<sup>th</sup> Quadrennial Convention 2009



66TH QUADRENNIAL CONVENTION • JULY 27-31, 2009

WALT DISNEY WORLD DOLPHIN RESORT, ORLANDO, FLORIDA

*International Alliance of Theatrical Stage Employes,  
Moving Picture Techicians, Artists and Allied Crafts of the  
United States, Its Territories and Canada, AFL-CIO, CLC*

# 66<sup>th</sup> Quadrennial Convention Highlights



**Kimberly Bowles**, Host Locals' Chairperson



**Reverend Randolph Bracy, Jr.** of the New Covenant Baptist Church



**Tony Lennon** President, BECTU



**Honorable Alan Grayson** United States Senate, Florida (D)



The National and Canadian Anthems were sung by Jennifer McGill, accompanied by Bob Jackson.



**Gerry Morrisey** General Secretary, BECTU



**Rosie O'Grady Highlander Bagpipe Band and Color Guard**



**Johannes Studinger** Director, UNI-MEI



**Todd Vradenberg** Executive Director, Will Rogers Motion Picture Pioneers



**Jay Roth** National Executive Director, Directors Guild of America



**Janet Conner** AFL-CIO Senior Field Representative

# 66<sup>th</sup> Quadrennial Convention 2009



## With Great Appreciation...

At the 66th Quadrennial Convention, International President Loeb presented the following with the International President's Award:

### CONVENTION GAVEL RAFFLE WINNER

On Friday, July 31st, Local 417 was the lucky winner of the Convention Gavel, made by Brother Frank Sleeman, member of IATSE Local 631. Brother/Delegate Robert L. McIntire accepted the Gavel on behalf of his Local.



**Kimberly Bowles**  
Locals 477, 631 and 835



**Robert Vazquez**  
Locals 52, 479 and 487

## ...and Extended Thanks.

In recognition of the leadership and service as an International Officer, the following received the International Retired Officer's Award:



**Thomas C. Short**  
International  
President Emeritus



**Thomas J. Kiouis, Jr.**  
Retired International  
Representative



**C. Gus Bottas**  
Retired Assistant to the  
President/CLC Delegate



**Rudy Napoleone**  
Retired International  
Vice President



**James Hurley**  
Local 764



**Frank Haddad**  
Local 891



**Edmund Wright**  
Local 80



**Joseph Aredas**  
Retired International Representa-  
tive-in-Charge, West Coast Office

A special International President's Award was made in honor of Julius Margolin, Local No. 52 member, who was unable to attend the Convention due to health issues. International Vice President/Local No. 52 President John Ford accepted the Award on Brother Margolin's behalf. At press date, Brother Margolin passed away on August 24, 2009.



# 66<sup>th</sup> Quadrennial Convention 2009

## Mutual Endeavor

### A Special Word of Thanks

The preparations for this Convention entailed the assistance of many individuals. The IATSE would like to thank the following for their hard work and dedication in making this Convention such a success:

#### GEB & BREAK-OUTS TECHNICIANS

Darryl Jones  
Jessica Kovach  
David Segal

#### CREW

Mike Bedore, *Rigger,*  
*National Production Services, Inc.*  
Eric Billington  
Pedro Bonet  
Richard Booth  
Ben Centoducati  
Terry Crisp, *Rigger,*  
*National Production Services, Inc.*

Carl Coleman  
James Crump  
John Dalton, *Crew Co-ordinator*  
Bill Danner, *PRG/Orlando*  
Ellis Davis  
Forrest "Gil" Gillespie Jr.  
Hatem Habashi  
Stuart Hall  
Steve Kirk  
Lydia Litwin  
Mark Malacane  
Neida Martinez:  
*Teleprompter operator*  
Robert Mosher  
Benjamin Moffatt

Martin Olvera  
Mike Padrinan  
Nicolas Perakes  
Ron Phillips, *Photographer*  
Steve Puryea  
Mark Rabinowitz, *PRG/Orlando*  
Richard Ramee  
Van Redin, *Photographer*  
Ron Siwica  
Philip Stevenson  
Charlie Weiner, *Rigger,*  
*National Production Services, Inc.*  
Sean Wilson  
Bob Zoucha

#### SERGEANTS-AT-ARMS AND PAGES:

William L. Alley  
Debra S. Cameron  
Joseph Gannecilli  
Mark R. Hopfensberger,  
Greg Kasper, *International*  
*Representative*  
Patrick B. Means  
William A. Rivers, Jr.  
Christopher P. Walls  
Elizabeth Frances Wood

#### CREDENTIALS COMMITTEE

David Bailey, *Local 868*  
George DeTitta, *Local 52*  
Frank Gallagher, *Local 764*

Michael Lehane, *Local 27*  
John V. McNamee, Jr., *Local 829*  
Richard Oakes, *Local 476*  
Chris O'Donnell, *Local 481*  
Buffy Snyder, *Local 705*

#### IATSE OFFICE STAFF

Arthur Bracco  
Janice Fischetti  
Thomas Hill  
Barbara Jackson  
MaryAnn Kelly  
Eileen Lehane  
Marcia Lewis  
Anne Mankos  
Colleen Paul  
John Salerno

Terri Simmons  
Wesley Vega

#### LAST BUT NOT LEAST

Sid Butts  
Jim Connor  
Ed Deegan  
Patsy Hammond  
Tara Hudson  
Mike Kelly  
Michael LaNinfa  
Lynn Long  
Michael Mueller  
Pam Ponsford  
Rick Sabo  
Craig Williams

A special thanks to Gavin Koon, Daniel Mahoney, David Garretson, Kimberly Bowles, Host Locals, International Officers, Division Directors, Representatives, and the Walt Disney World Dolphin Resort for making sure the speakers, officers, delegates and guests had everything they needed for an enjoyable stay in Orlando

# 66<sup>th</sup> Quadrennial Convention 2009

## Actions of the Convention

The following represents the amendments to the International Constitution and Bylaws, that were adopted by the Delegates to the 66th Quadrennial Convention held in Orlando, Florida, July 27-31, 2009.

### INTERNATIONAL CONSTITUTION

#### ARTICLE SEVEN, SECTION 1. SALARY AND ALLOWANCES (OF INTERNATIONAL PRESIDENT)

#### ARTICLE EIGHT, SECTION 2. SALARY AND ALLOWANCES (OF INTERNATIONAL VICE PRESIDENTS)

#### ARTICLE NINE, SECTION 10. SALARY AND ALLOWANCES (OF GENERAL SECRETARY-TREASURER)

#### ARTICLE TEN, SECTION 2. SALARY AND ALLOWANCES OF (INTERNATIONAL TRUSTEES)

#### ARTICLE TWELVE, SECTION 1 "B" AND SECTION 2 "B". SALARY AND ALLOWANCES OF (APPOINTIVE OFFICERS)

The salary and per diem expenses of International Officers and staff will be increased by 3% effective January 1, 2010 and each year thereafter, compounded.

#### ARTICLE FOURTEEN, SECTION 1

The per capita tax payments of Class "A" local unions to the International will be increased by one dollar (\$1.00) effective January 1, 2010, and, that the per capita tax payments to the International will be additionally increased by two dollars (\$2.00) effective January 1, 2011, increased additionally by one dollar (\$1.00) effective January 1, 2012.

There will be no increase in the per capita tax payments in 2013, and, the allocation of the per capita taxes received by the International would remain as currently provided for in the International Constitution and Bylaws.

#### ARTICLE FOURTEEN, SECTION 6

A new sub-paragraph (d) is added to this Section and will read as follows:

"After approval has been granted by the Defense Fund Committee to cover a local's legal expenses, and as a condition of reimbursement, the local union is required to send the monthly invoice from its attorney to the General Counsel of the International."

#### ARTICLE SIXTEEN, "DISCIPLINE OF MEMBERS"

A new Section will be inserted in this Article. The new Section will immediately follow the current Section 14, "Trial in Open Meeting." appearing on Page 32 of the International Constitution, and will read as follows:

##### "Section 15. Right to a Trial

The International President, at his discretion for good cause shown, may allow a local union to eliminate from its constitution the right of a member to a trial in open meeting as provided in Section 14 above. Should the International President decide that a local has cause to eliminate the right to trial in open meeting, it is necessary for such local to properly amend its constitution accordingly. Cause shall include consideration of the geographical jurisdiction of the local, the number of members in the local, and whether such local regularly conducts business at membership meetings at a single location."

#### ARTICLE SEVENTEEN, SECTION 2

A second sentence is added to this Section to read as follows:

"Appeals concerning nominations or elections must be made within fifteen (15) days."

#### ARTICLE NINETEEN, SECTION 4

A) The second paragraph of this Section is amended to insert the following before the words "have been a member" at the beginning of the second line of this paragraph:

"be actively engaged in the industry within the Local's jurisdiction and have worked for at least one hundred and twenty (120) days in the past thirty-six (36) months, and"

AND

B) The second paragraph is also amended to add the following sentence as the last sentence:

"The continuous good standing for two years is not broken unless the member has been suspended under the Local's Constitution and Bylaws."

As amended above, the second paragraph of Article Nineteen, Section 4 will now read as follows:

"Officers of affiliated local unions must be members of such local unions but to be eligible for elective or appointive office in any local union of this Alliance a person shall **be actively engaged in the industry within the Local's jurisdiction and have worked for at least one hundred and twenty (120) days in the past thirty-six (36) months, and** have been a member of that local union in continuous good standing for two years, except that this provision shall not apply to any newly-chartered Locals or where such requirement has been waived in writing by the International President in special cases where the circumstances in his judgment warrant it. **Time served as an officer of a**

local union shall be applicable towards the "one hundred and twenty (120) days in the past 36 months" requirement. **The continuous good standing for two years is not broken unless the member has been suspended under the Local's Constitution and Bylaws.**"

*It is noted that in order to be absolutely clear as to the meaning and intent of the above amendment, the following explanation was provided for clarification to the delegates and is provided here for guidance. This explanation will be made part of the permanent record:*

*The working-at-the-trade requirement is fairly common in labor unions. Its purpose is to prevent people from controlling the union who have no attachment to the industry. It ensures a continuing on-going interest in the labor union by requiring candidates to have a stake in the industry.*

*The additional authority vested in the International President to waive this requirement is designed for (although not limited to) Locals with jurisdictions that do not generally have sufficient work to meet the criteria to hold office. In such cases a liberal interpretation supporting the democratic process is intended.*

*In addition, "actively engaged in the industry..." is not intended to apply to those individuals who work under an employment contract with a Local such as a hired Business Representative or Executive Director.*

*The "continuous good standing" amendment conforms to long-standing IATSE practice dating back decades and satisfies the legally required grace period.*

#### ARTICLE NINETEEN, SECTION 5

A new second paragraph is added to this Section, to read as follows:

"Whereupon failure of a local union to obtain a quorum for a general membership meeting and upon written application to the International President by the local union, the International President may reduce or waive the quorum requirement for the next general membership meeting of the Local on such terms and conditions as are just and reasonable in the circumstance as determined by the International President."



# 66<sup>th</sup> Quadrennial Convention 2009

## By Organization and Mutual Endeavor

The leadership of the IATSE is comprised of the Officers, who are elected every four years by the delegates assembled at the International's Convention. The entire slate of IATSE officers was elected unopposed. All of whom gave an acceptance speech and then took the oath of office, administered by International President Emeritus Thomas C. Short.

A standing ovation was given by the delegation to congratulate the officers.

### GENERAL EXECUTIVE BOARD

**Matthew D. Loeb**  
International President

**Thom Davis**  
Fourth Vice President

**John T. Beckman, Jr.**  
Ninth Vice President

**James B. Wood**  
General Secretary-Treasurer

**Anthony DePaulo**  
Fifth Vice President

**Daniel E. DiTolla**  
Tenth Vice President

**Timothy Magee**  
First Vice President

**Damian Petti**  
Sixth Vice President

**John Ford**  
Eleventh Vice President

**Michael Barnes**  
Second Vice President

**Brian J. Lawlor**  
Seventh Vice President

**John M. Lewis**  
Twelfth Vice President

**J. Walter Cahill**  
Third Vice President

**Michael F. Miller, Jr.**  
Eighth Vice President

**Craig Carlson**  
Thirteenth Vice President

### INTERNATIONAL TRUSTEES

**C. Faye Harper**

**George Palazzo**

**Thomas Cleary**

### CLC DELEGATE

**Kelly Moon**

## REPORT OF THE INTERNATIONAL PRESIDENT SIXTY-SIXTH QUADRENNIAL CONVENTION

# Report of the International President

*The following is an excerpt from the Report of the International President.  
The Report, in its entirety, will be available to you in the 2009 Combined Proceedings.*

### INTRODUCTION

I come before you today with a great sense of appreciation. Since I assumed the position as your International President in July 2008 I have had the honor to serve with a group of people whose support and loyalty have been nothing short of extraordinary. The General Executive Board has supported and furthered my vision for the Alliance with unwavering support and dedication.

The appointed officers, as well as the staff of this International have supported my decisions and carried out my directives to an extent that has provided the continuance of a great progression in the IATSE that will assist the membership we are obligated to serve to succeed, prosper and live in dignity. I am grateful also to every local union throughout the jurisdiction of this Alliance that has worked with my office to accomplish our collective goals as we continue to strive to hold high the standards we adhere to, and to which we hold each other accountable. I am committed to listen to, involve and respond to the needs of the Locals and to bolster their ability to succeed.

I also owe a great debt of gratitude to my predecessor, International President Emeritus Thomas C. Short. Through his tireless efforts and determination, he brought us into the 21st century and put a new face on this Alliance. I have continued to implement his successful policies and am grateful for the path

he lit to guide this great organization into the future. Because of many of his efforts, we come together to work towards the further development and growth of the IATSE. He will forever hold a prominent place in the history of this great organization.

The individual who holds the office of International President does not stand alone. All officers and staff of the International, and the Locals must come together to accomplish the ultimate goal of representing the working men and women of the IATSE to the very best of their ability. We must work together to protect each other as we face the challenges confronting us – at the bargaining table, at the workplace, in the political arena, or as we deal with an economic crisis in our two countries and the world at large.

Over the past four years we have fought hard and fast to keep up with the many challenges with which we were confronted. We felt the impact of certain changes we have had to endure including economic strife,



**President Loeb delivers the President's Report to the Convention on Opening Day, July 27, 2009**





adverse legislative rulings, employment uncertainties and the usual challenges across the bargaining table. In spite of these challenges our union continues to thrive.

When negotiating contracts we overcame challenges with steadfast preparation and tremendous teamwork. We found that when acting in unity and with dignity we gained greater respect from our own membership and, from the other side of the table. We also found that when we worked with our local unions to educate their members and clarified issues for those working under agreements we increased the understanding of the issues before us as well as of some of the changes we needed to make.

The Divisions of the Alliance – Stage, Motion Picture and Television Production, Trade Show, Organizing and Canadian Affairs – have continued to focus on issues confronting them. They continue to work closely with local unions by striving to maintain excellence in the skill sets and crafts they represent. The Divisions continue working with the Locals and the members in order to keep up with the rapid changes in our industry and the world economy. I am committed to growing the participation of the Locals in the cooperative process that will lead us to success. Our experiences and collective wisdom can only further our progress.

We will face tremendous challenges in the future, but with them will come new opportunities as well. We must protect our jurisdiction by organizing, staying abreast of new technology and negotiating agreements that secure our position as the preeminent labor organization in entertainment. We must work

aggressively against non-union competitors, contractors that would have us racing to the bottom in competitive bidding, the very antithesis of unionism. Removing this threat must remain a top priority.

The threat of motion picture piracy must be addressed as the world builds out Internet access to provide everyone with the deserved global interaction provided by this technology. But access to the internet comes with responsibility, and the illegal use of motion pictures that siphons billions of dollars from the industry is devastating to our work opportunities, wages and contributions toward health and retirement plans. We are exerting our influence throughout the industry, partnering with other affected labor organizations and the companies that employ us. We are accessing government at the highest levels to make our voices heard, to make sure new legislation protects our rights and we must continue to do so. Under no circumstances can we allow digital technology to take this industry the way of the music industry, a prospect that would be devastating to the revenue stream as we know it today. Piracy is not properly descriptive of this problem. The theft of motion picture product is stealing, plain and simple.

I am a fervent believer that knowledge is power and in furthering the education of our members, the elected leaders of our local unions and of those at the International level, we will all be better equipped to provide the leadership and representation we are mandated to provide.

Yesterday, here in Orlando, we held the first Educational Seminar in

conjunction with an International Convention. I was proud of the attendance at the Seminar and hope that many of you will take home information that you will share with your local unions. Plans are being implemented for ongoing educational support from the International to the Locals, and access to these programs from the smallest to largest Locals is a top priority. This is only the beginning of a vision to provide the members the highest level of skilled leadership. We owe it to them and nothing less is acceptable.

In November of 2008, those of us in the United States also came together with the entire labor community to be a part of accomplishing our long-term goal and overcoming the struggle of finally electing a pro-worker President. President Barack Obama has appointed individuals who are not afraid to say the word “union” and who have the benefit of every working man, woman and family at the forefront of their agenda.

Our brothers and sisters in Canada have had political and legislative concerns of the same nature as those in the United States.

Working people across the globe have been watching us work to rebuild an economy and a fair and equitable lifestyle for the middle class. The middle class should have the right to earn decent wages, obtain decent healthcare and benefits that will enable them to retire with dignity. The Employee Free Choice Act has been at the forefront of our agenda. Similar legislation has been prepared around the world to seek the return of the right for every wage earner to have the choice of membership in a union. The loyalty to workers and the labor movement by some of those in

the Senate who were pressured by the corporate world is being tested. Some will pass and others will not. But, again, we acted together and increased the pressure of organized labor on those individuals.

When I attended the AFL-CIO Executive Council meeting in March of this year I had the privilege of meeting and hearing the remarks of Vice President Joe Biden who addressed the issue of the Employee Free Choice Act. To quote Vice President Biden: “We’re not asking for anything we don’t deserve. We just want to level the playing field again. I have a simple basic belief: If a union is what you want, a union you’re entitled to have.”

We will hear from some of our colleagues across the globe when they address this Convention later in the week. They will likely tell us that they have been watching us closely to see how we deal with these issues.

There is no greater honor than to have others place their trust in you. I stand before you with a tremendous sense of obligation and humility. We must restore the faith of the working people of our nations and prove our resilience once again as we continue to work together to rebuild the path to our future and continue to strengthen this International “by organization and mutual endeavor”.

### **INTERNATIONAL PRESIDENT EMERITUS THOMAS C. SHORT**

As stated elsewhere in this report, it was one year ago this month that Thomas C. Short retired from his fourteen-year tenure as International President. While he is mentioned throughout this report I would be remiss if I did not pay spe-

cial tribute to him in this section. Through his efforts and dedication, President Emeritus Short laid the groundwork for a solid foundation and clearly set the path for all of us.

When he first took office President Emeritus Short was determined to take a proactive approach to the challenges facing this Alliance and set out to achieve goals that would result in greater benefits to our entire membership. In so doing, he built and maintained relationships both domestically and internationally, that he knew would bring us together with other organizations and bear fruit for all involved.

His foresight and vision for the future of this Alliance was overwhelming and while his accomplishments are many, I highlight some of them for you here.

President Emeritus Short established five Divisions that allow for greater concentration on the needs of our local unions. In Stagecraft the light pink contract was created and brings greater employment opportunities to our members with employers that would have otherwise remained non-union. Similarly, by negotiating the Area Standards, Commercial and Music Video Production agreements to name a few, we have seen increased employment in Motion Picture and Television Production.

In the early years of his presidency, President Emeritus Short also saw the benefits we would realize through local union mergers, most notably the merger of three Camera locals into one national Local which has resulted in greater success and better member representation.

Additionally, after a long and arduous effort, President Emeritus Short brought back the better than

3,000-member strong membership of Local USA 829. Under the umbrella of the IATSE this Local’s membership is better served and represented and the IATSE is their rightful home.

President Emeritus Short also dedicated tremendous resources to organizing in the Province of Quebec resulting in a new charter being issued to Motion Picture Studio Technicians Local 514 where over 1,200 new members were welcomed and extremely grateful for their IATSE membership. In cooperation with Camera Local 667, a great deal of success has been realized in the Province.

The involvement and participation of the IATSE in politics and the legislative arena was also seen as an area of necessity by President Emeritus Short and under his administration the IATSE Political Action Committee was finally appointed as per the International Constitution. This has enabled this International to be included among so many other organizations in the labor community and build strong relationships.

We have Tom Short to thank for the IATSE’s ownership of two office buildings – one on the West Coast and one in Toronto. Together with the General Office in New York, each of these offices are equipped with staffing that provides tremendous support to the furtherance of our goals, and provides for greater financial investment and stability.

Finally, over the course of his administration, the membership of this International nearly doubled, and our finances saw tremendous growth providing for improvements across the board in all facets of the Alliance.



Last year I had the honor of becoming President Emeritus Short's successor in office and I stand with all of you now as we express our gratitude to him and commit ourselves to forge ahead to maintain and continue to build on the firm footing he provided.

### HEALTH CARE

Over the past four years the International has actively participated in health care reform. First with the National Coalition on Health Care and now with America's Agenda, Health Care for All. Unfortunately, not much has changed in the past four years. The system is broken. The health care system is rapidly changing and not always for the better. The United States faces three critical and interconnected problems. The conditions surrounding health care make for the perfect storm; rising costs: increasing numbers of Americans without insurance coverage: and the poor quality of health care delivery. Many employers are reducing the contributions to health care, shifting costs to employees or both. Many expect health care to be the hot button of future negotiations. Due to the rising cost of health care benefits, many local unions are seeing what would have previously been potential wage and pension increases, diverted into increases in health care benefits.

The AFL-CIO is participating in meetings at the House, Senate and White House. Only one month ago, a Rally was held in Upper Senate Park in Washington, D.C. Well over 10,000 people attended. Approximately 7,500 were Union members. The I.A. donated \$3,100 to the AFL-

CIO for buses to bring Union members to Washington for the rally. This summer's negotiations are taking place in both the House and Senate in attempts to work out legislation for Health Care Reform. It is essential that universal health care be provided and that every worker enjoy this basic entitlement.

### IATSE POLITICAL ACTIVITY

The IATSE continues to participate in the political and legislative arenas as we have realized with each year and each election, the importance of establishing and maintaining relationships in these areas with those who seek to protect the best interests of every working family.

The IATSE-PAC makes financial contributions to federal candidates. The PAC committee bases its contribution decisions on the recommendations of the leaders in both the House and the Senate and they are made to the most viable candidates and incumbents who will be able to best utilize the funds for a successful election and who are labor-friendly. The PAC also, from time to time, makes contributions to organizations that seek to promote the best interests of working men and women.

Under the AFL-CIO umbrella, this Alliance also participates on the International level as well as the State and local levels, in a number of activities focused on elections and legislative issues. The IATSE also has representation on the AFL-CIO Political and Legislative Committees.

On the legislative front, the International and our local unions have most recently been actively participating in campaign activity as it relates to the Employee Free Choice Act. To date, this International has

collectively contributed more than \$130,000 to the media fund established jointly by the AFL-CIO and American Rights At Work. In addition, I released staff to the AFL-CIO to work on the ground in a couple of areas on the campaign, and a number of our members worked on the on the AFL-CIO production of a video entitled "Artists 4 Workers Choice" – our members provided production and post-production services for the videos which were shot on both the east and west coasts, and the video was released on the Internet on May 14, 2009.

We are also active in the campaign against Piracy and the protection of Intellectual Property rights and have been working with other unions and guilds to solidify our position together and meet with members of Congress and White House Staff.

And, as you will read in another section of this Report, our activity in the area of health care reform continues with representation on committee and in current legislation.

It is my intent to continue our activity in this area to protect and maintain the best interests of the entire membership of this Alliance through the legislative bodies with which we interact.

### PIRACY/INTELLECTUAL PROPERTY

Since the last Convention the I.A. has become more actively involved in combating Piracy. It is clear that the I.A. loses many millions of dollars in contributions to the benefit plans each year. We became involved with the Coalition Against Counterfeiting and Piracy (C.A.C.P.). We also worked with other enter-

tainment Unions in pressing this issue before members of the U.S. Congress and I have recently presented our case for protective measures to Senior White House staff.

In October 2008 the Prioritizing Resources and Organization for Intellectual Property Act or (PRO-IP Act) was signed into law. This legislation helps protect the rights of America's consumers, workers, and entrepreneurs by strengthening both our civil and criminal laws against counterfeiting and piracy. Specifically, the Act increases statutory damage awards in civil counterfeiting cases, it strengthens remedies available in the prosecution of criminal cases involving counterfeiting and piracy, it enhances resources (personnel, training, and equipment) for Department of Justice programs that combat IP theft, and makes permanent the Administration's Strategy Targeting Organized Piracy Initiative or (STOP!) and its inter-agency IP co-ordination efforts. This program was initiated in October 2004. S.T.O.P. which is led by the White House and brings together the Departments of Commerce, Justice, Homeland Security, State, the Food and Drug Administration, and the Office of the U.S. Trade Representative. The PRO-IP Act protects the work of American innovators and strengthens the rule of law.

Counterfeiting hurts businesses, innovators, workers, consumers and government. In recent years, counterfeiting has grown rapidly. Counterfeiting costs America hundreds of billions of dollars a year and has harmful effects throughout the economy. Fake products can expose consumers to serious health and safety risks. Government loses out on tax

revenues and is forced to divert law enforcement resources.

When President Emeritus Short's schedule would not allow him to do so, Vice President Walter Cahill testified on his behalf in May 2008 on Capitol Hill in front of Senator Max Baucus, Chairman of the Senate Finance Committee on this matter. Our next steps are to continue working the Congress to assure that the financial resources are available to fund this program.

Further, Vice President Michael F. Miller, Jr. testified on my behalf in Los Angeles on April 6, 2009 at a hearing before the House Foreign Affairs Committee, Chaired by California Congressman Howard Berman. Congressman Berman clearly understands the impact of Internet theft and piracy on the entertainment industry and its workers, many of whom are his constituents.

Both the Senate and House Committees appear to be realizing the impact of this issue and in their efforts to further assist in the campaign against piracy, additional hearings are being planned for the future.

We continue to work closely with the Motion Picture Association of America, as well as other unions and guilds including DGA, SAG and AFTRA and efforts to formulate and implement a combative plan that will best protect the best interests of our respective memberships.

The IATSE fully supports the notion that the Internet be available to every citizen and this is a major goal of the current White House administration. However, it is crucial that protection against theft of content that threatens to drain the lifeblood of the motion picture industry is prevented.

### DIVERSITY

By action of the 65th Quadrennial Convention held in Honolulu in July 2005, a Diversity Committee was created. International President Emeritus Short appointed International Vice Presidents J. Walter Cahill, Daniel E. Di Tolla and Brian J. Lawlor, International Trustee C. Faye Harper and CLC Delegate Kelly Moon to serve on the committee.

Since that time the Diversity Committee has met regularly at each bi-annual General Executive Board meeting. The Committee has reviewed the diversity initiatives of the AFL-CIO as well as other non-profit organizations, discussed the propriety of the establishment of diversity policies and benchmarks for the International and reported to the Executive Board. In addition, the Committee has explored opportunities where diversity initiatives could be of assistance to local unions' organizing efforts.

In addition, International Representative Dan Mahoney and officers of the New York Production Locals have participated in the New York City Mayor's Task Force on Diversity which focuses its efforts on bringing more diversity in the entertainment industry in the greater New York area.

Similarly, on the West Coast, the International and the West Coast Studio Locals work with a non-profit organization called Hollywood CPR (Cinema Production Resources). The mission of Hollywood CPR is to offer under-represented individuals opportunities through knowledge by hands-on training in trade skills and guidance in work habits as they relate to the crafts and technicians departments of the entertainment industry. It is also their mission to



teach life skills, such as independence, industriousness and resourcefulness that will help build character and self-esteem to provide students with the foundation to succeed in their careers. Hollywood CPR was founded by an IATSE member and its courses are taught by IA members. IATSE participation in this program has provided opportunity in our industry that might not otherwise be available to these under-represented groups of young people.

It should also be noted that at the AFL-CIO Convention held in August 2005, a diversity resolution was also adopted whereby all affiliates would work towards greater diversity within its ranks.

### **EDUCATION PROGRAM FOR OFFICERS, REPRESENTATIVES, AND LOCAL UNIONS**

The Educational Plenary Session held on Sunday is the first step in the International's new education initiative. In the coming years, more in-depth training sessions will be held around the country at District Conventions, and Locals will be encouraged and assisted in obtaining the best training possible on topics such as Union Administration, Organizing, and Collective Bargaining. In partnering with the National Labor College in Silver Spring, Maryland, and the Labour College of Canada the International is committed to giving the Locals the educational tools they need to move forward with individual and collective goals.

### **STAGE CRAFT DIVISION**

#### **Overview**

Since the 2005 Convention the Stagecraft Division has continued to evolve and additional communica-

tion has developed within the Division. Every stage, wardrobe, front-of-house and mixed local union has been contacted and advised that the International is available to assist them with local union administration, collective bargaining, organizing, and information regarding where they may obtain training for members and officers. My goal is to be sure that every local union of this Alliance is assured that the International is not just "an office" but that we are comprised of officers, representatives and staff that are here to service them.

Weekly Division conference calls are conducted with other International officers and representatives and have proved helpful in exchanging information regarding issues confronting more than one local. The Division is frequently able to coordinate strategies involving the same employer in various areas within the jurisdiction of the International.

The Division continues to make great strides in accomplishing its goals of attaining the best wages and working conditions for IATSE members and to organize the work force. Over the years, the work of protecting those employed in stagecraft has become more difficult. As more theatrical corporations are moving towards more national and international strategies, so must we. There is no choice.

As the globalization of the legitimate theatre producers' is moving in that direction, we communicate and coordinate so that the full force of our collective strength is realized.

The following are some of the activities over the last four years within the Division.

### **Livenation Amphitheatres**

A series of negotiations took place at the General Office in New York and the International assisted various Stage and Mixed Locals in renegotiating their existing amphitheatre contracts with Live Nation. Included in the negotiations were Locals 321, Tampa, Florida; Local 500, Southern Florida, Local 322, Charlotte, North Carolina, Local 22, Washington, D.C., Local 10, Buffalo, New York, Local 84, Hartford, Connecticut, Local 3, Pittsburgh, Pennsylvania and Local 11, Boston, Massachusetts.

Negotiations for all Local agreements concluded with increases in both wages and benefits.

One issue that was addressed during the course of each negotiating session was in the area of show reproduction. With the changes in technology in the way in which live productions are captured and distributed, this issue needed to be addressed.

Another issue of concern was that of safety, with recognition to have ETCP certified riggers present for all events. The International, along with Live Nation, has been working to have the ETCP certification become the industry standard.

### **Video Projection Programmers**

Since the last Convention, we have seen that the use of video projection in legitimate theatre has expanded to the point that it is safe to assume that some form of video is used on almost every production. Because of the expanded use of projection design and use, the International and the Broadway League signed an agreement in 2007 to have

projection programmers covered under a Traveling Stage Employees pink contract. This is the first time that this craft, which was generally not covered under the pink contract, has been under agreement.

### **Networks**

NETworks is a production company/producer of union and non-union traveling Broadway shows. Most of their shows are taken over from the Broadway producer after they have run their course on Broadway, like "The Drowsy Chaperone", and others; for example, "The Wizard of Oz" is one of their original productions.

Four or five years ago, Actors' Equity made a decision that if a traveling show did not fit into a very specific set of criteria, it would "pass" on the show and let it travel non-union. At that point NETworks decided that all of their touring shows had to be all union or non-union. So if the Actors' Equity contract did not fit a show, according to NETworks, no union could have a contract. The IATSE would be offered certain shows on pink contract and others would travel non-union. We were told that the company was working toward the goal of being all-IA, like Troika and some other low-budget touring employers.

At that time our verbal agreement with NETworks was that the I.A. reserved the right to organize any of their shows that were not under contract. If we were successful in getting the employees to sign authorization cards, they would give us voluntary recognition and NETworks would work towards making all their shows union.

Two years ago NETworks had five shows, three of which were under contract. When attempts were made to

organize the other two shows, there was difficulty talking to the crews because the company had created what was being referred to a "graduating system". Under this so-called system, a quite young and somewhat inexperienced crew was told that if they worked on a non-union production for one or two years they would be rewarded by the employer by being hired on a union show and become I.A. members. However, in spite of promises to the contrary, the company inoculated the workers against the Union as soon as it came to their attention that a representative of the I.A. would be visiting a crew.

IATSE officers and representatives continued to travel and visited the various non-union crews, again to be told by the crew, "thanks but no thanks – I took this job knowing it was non-union and NETworks is going to give me a union show next year and the year after that and then I will become an I.A. member."

In March 2008, NETworks offered the IATSE one show for the current season, which was "Rent." The show was operating non-union for about six or seven years but with the closing of the Broadway company, they were launching a tour with a first-class Equity cast. At that time NETworks had five other shows, which were to remain non-union. We decided to visit all of their crews and try to organize their shows.

In the prior season NETworks had five shows on tour with only one, "My Fair Lady", under an I.A. contract. During the season, we successfully organized the tour of "Annie", but at the end of the season, that crew was disbanded and a new group of non-union workers was hired for the current season's "Annie" tour.

This year we have visited the crews from "Hairspray", "Annie", "Sweeney Todd" and "The Wizard of Oz". Once again, the stage crew told us that "Rent" was "the union show this year" and if they worked non-union for a year or two than they would get a show like "Rent."

In December "Rent" was getting ready to go on Tour. By this time NETworks knew we were trying to organize their crews and that we told them there would be no contract for Rent.

The NETworks crews were all very interested in the outcome of our dispute because if "Rent" did not get Pink contracts we would be breaking the NETworks system. The workers would see that the employees and the IATSE will determine when they join a union—not NETworks.

Finally, after many months, the IATSE negotiated a significant agreement to benefit the crews traveling with touring productions produced by NETworks. The five shows currently touring, formerly non-union, are now covered by a collective bargaining agreement providing for good wages, working conditions, and health and retirement benefits.

The agreement extends to the current NETworks productions of "Sweeney Todd", "The Drowsy Chaperone", "Hairspray", "The Wizard of Oz", and "Annie", and into the 2009-2010 season. Additionally, there are currently seven productions planned that will be covered the following season.

This agreement will provide meaningful benefits to NETworks crews. It also secures this work under IATSE jurisdiction and expands our presence in the one-night and split-week touring markets



and, as such, was a major organizing priority for the International. NET-works was previously the most active non-union company for touring legitimate theater productions.

We believe that this will have a positive effect on organizing this Employer in the future.

### **Adrienne Arsht Center for the Performing Arts**

The Adrienne Arsht Center for the Performing Arts, formerly known as the Carnival Center for the Performing Arts and the Miami Performing Arts Center in Miami, Florida, is the third largest arts center in the United States behind Lincoln Centre and the Kennedy Center.

The International made contact with the Center's management and initially discussions began in Miami with subsequent negotiating sessions in both Miami and New York City. South Florida Local 500 represents a majority of the employees at the Center and would be the bargaining agent on the contract and, therefore, representatives from Local 500 attended and participated in all negotiating sessions. The unit includes stagehands, facility technicians, wardrobe personnel, make-up and hair personnel and employees of the Center in the Box Office. The contract also contains payment provisions for media events.

Through the efforts of President Emeritus Short, the contract will provide for contributions not only to IATSE National Health and Welfare Plan but also the IATSE National Pension Fund.

### **Global Spectrum**

One of the most important developments in recent years for the IATSE has been the relationship with Global

Spectrum., a subsidiary of cable giant Comcast-Spectacor. The International's maiden agreement with Global was renegotiated in the winter of 2007. Vice Presidents Michael Barnes and Brian Lawlor, along with International Representatives White and Alper were assigned to negotiate terms for a new agreement with the participation of eighteen local unions. Negotiations concluded with wage and benefit increases as well as increased jurisdiction for the Stage, Wardrobe and Makeup and Hair Locals.

The agreement is now effective in twenty-nine facilities covering eighteen Locals throughout the United States and Canada.

### **Canada**

In 2008 Global Spectrum announced it had won management contracts for five venues located in Canada. The International amended the collective agreement to include a Canadian Supplement to address issues of holidays and fringe benefits and some unique legal issues in BC. Working in conjunction with International Vice President Mike Barnes and the various locals, the International secured work in the five venues and negotiated wage rates for each.

South Okanagan Event Centre (Penticton, BC) is a 5,000 seat hockey arena and convention centre which opened in October 2008. It is approximately a 5 hour drive from Vancouver which raised some issues with respect to crewing. International Representative Barny Haines recruited and trained a stage crew with the assistance of Local 118. Fifteen events have taken place and Local 118 has brought the first 18 Penticton crew into membership. For example, "The Wizard of Oz" is one of their original productions.

Abbotsford Entertainment and Sports Centre (Abbotsford, BC) is a hockey arena with a seating capacity of 7,500 and opened in March 2009. The City of Abbotsford refused to allow Global Spectrum to award the labour contract exclusively to any entity, including the IATSE. The City is insisting that each production be responsible for the stage crews. The first two productions in the venue were presented by Live Nation. Local 118 was able to secure an agreement from Live Nation that it would be their exclusive labour supplier for the Abbotsford venue based upon the rates that had previously been negotiated with Global Spectrum. As Live Nation will be producing most of the shows going to the venue, the Local should be in a good position to become the exclusive labour supplier in Abbotsford which should allow us to eventually place the venue under the terms of the agreement with the International.

Encana Events Centre (Dawson Creek, BC) is a 6,500 seat hockey/entertainment complex and is located in Dawson Creek which is 6 hours northwest of Edmonton, Alberta. Due to its remote geographic location, the International initially declined to service this venue. However, with the success of recruiting and training a crew in Penticton, the International revisited the idea of servicing the venue and Global Spectrum agreed to have it fall under the International Agreement. Local 210 has been working with the International in terms of training a Local crew and has successfully crewed the first 7 shows at the venue.

WFCU Centre (Windsor Ontario) is a 6,500 seat sports and entertainment venue which opened in Febru-

ary of 2009. As with the other venues, the International, with the assistance of the local, negotiated wage rates under the terms of the International Collective Agreement. This venue is being serviced by Local 580 and a total of four events have taken place.

GM Centre (Oshawa, Ontario) is a sports and entertainment venue that seats 6,500 for hockey and was operated for two years by Maple Leafs Sports and Entertainment which also owns and operates the Air Canada Centre in Downtown Toronto. Although it has an agreement with both Local 58 and Local 822, MLSE refused to negotiate an agreement with the locals for the Oshawa venue. Global Spectrum took over the contract and the International negotiated wage rates under the terms of the International Agreement effective January 1, 2009. The non-union labour contractor and its employees were offered the opportunity to continue working in the venue and many have subsequently joined Local 58.

### **Wardrobe**

The Stagecraft Department has provided increased assistance to wardrobe locals over the past four years. More than two-thirds of the Theatrical Wardrobe Unions in the Alliance have received some type of assistance from the General Office since the last Convention, which ranged from traditional help with organizing and collective bargaining to telephone back-up advice regarding routine operations of a local, grievance handling, and updating of local constitutions. Literature, including I.A. pamphlets, books, links to web sites, the new Hiring Hall infor-

mation packet, and information on AFL-CIO recommended attorneys has been shared, as appropriate, with local officers in dozens of Wardrobe locals. Every local has strengths and weaknesses, but with support, real information and competent advice, locals are modernizing to meet the needs of workers in their jurisdictions.

Special programs and caucuses devoted to helping officers from this craft understand labor law, the importance of signed contracts (replacing rate sheets) and employee benefits have sparked organizing drives and first-time inclusion in welfare and retirement plans in wardrobe locals from Washington, D.C. (Local 772) to Cleveland (Local 883) to San Francisco (Local 784). Those who attend the bi-annual International Executive Board meetings have noticed an increased presence from wardrobe locals. The information, camaraderie, support, and ideas that are exchanged when leaders of these locals meet have been hugely beneficial to the workers in this craft.

The size and scope of modern traveling productions, such as "Wicked", "The Color Purple", and "The Lion King" have challenged wardrobe locals in requiring new skills, physical strength, and large numbers of workers. The demand for skilled workers in the craft is growing, and mixed stage locals are acutely aware of this phenomenon. During the summer of 2008 the International, in concert with Local 631 in Orlando developed a wardrobe-training program for mixed stage locals to help train or re-train their workers to fill these calls confidence and skill. The program was reported in the Bulletin

and has attracted interest from a dozen locals around the country.

The mixed stage locals have led the way in live theatre in negotiating the same wages and benefits for wardrobe and hair and makeup as workers in other departments receive, and their leaders are to be commended.

With the assistance of the International, wardrobe workers have made great gains around the country, but several locals stand out.

### **Hair and Makeup**

In 2008 the International assisted Local 798 in including theatrical hair and makeup designers in their contract with the Broadway League. Protecting these workers, never before represented by a collective bargaining agreement, and enabling them to participate in benefit funds, was a major accomplishment of the past four years. The fact that a whole category of highly skilled workers had been overlooked by the Union for so long highlights the major issue facing this craft in the immediate future.

Many talented theatrical hair and makeup artists still work side by side with other IA-represented departments without the protection of a union contract. Slowly, this is changing. With assistance from International Vice President John T. Beckman and International Representative Pat White, Theatrical Wardrobe Union Local 805 in St. Louis embarked on an aggressive campaign to organize the theatrical hair and makeup workers in St. Louis, and to include them in their collective bargaining agreements. Local 830 in Rhode Island likewise is now extending the protections of union contracts to members of this craft. Locals 805 and 830



are not large unions with full time staff and financial resources, but they exemplify the success that can come from good people doing the right thing, asking for help and being open to growth.

### **Treasurers and Ticket Sellers**

Technology continues to be a challenge facing this craft. The ability to purchase theatre and event tickets using cell phones is not far off. The continuing encroachment on jurisdiction through the use of ticket kiosks is replacing employees with technology. LiveNation has launched its own ticket selling division and introduced a new system of its own to compete with TicketMaster. At this writing the two companies are in discussions to consider merging, however, there will be government approval required as a merger of these two companies could create a monopoly.

Sports teams, concert promoters, bands, producers, are now all involved in the secondary ticket market. This was done so that they make the extra money instead of all the ticket brokers.

The only way to address the advances in technology is to organize aggressively, noting that season and group-sales departments present an organizing opportunity. Organizing is the future for Treasurers & Ticket Sellers Locals around the country – they must organize new and existing venues. Subscription departments are an area that is ripe for growth. Many Treasurers & Ticket Sellers locals are now utilizing the International for assistance with negotiations as well as organizing. Many of these new agreements now

have contributions going to the I.A. benefits plans.

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

Finally, the International hosted an exhibit at "INTIX", a ticket industry conference at the end of January 2008. Organizing subscription sales employees should be a goal of Treasurers and Ticket Sellers local unions.

In addition, a few of the more notable areas of achievement for Treasurers and Ticket Sellers Locals are as follows:

### **Pink Contract Negotiations 2006**

President Emeritus Short assigned representatives of the Stagecraft Department in the fall of 2006 to renegotiate the pink contract and the modified pink contract with The League of American Theaters and Producers, now known as the Broadway League. At the time there were informal discussions relative to modifying the Health and Welfare contributions and increasing wages. Those informal discussions broke down due to concurrent negotiations with the Musicians Union, and the League not wanting to break from their pattern bargaining.

During the Spring of 2007, the General Office was contacted again by the representatives of the League. The Musician's Union negotiations had been concluded and the Local One negotiations were forthcoming. President Emeritus Short assigned

several Broadway Pink Contract members to assist in the negotiations and more traditional bargaining occurred between the parties. Eventually the League's representatives saw the wisdom of the IATSE's proposals and a new three-year agreement was negotiated, and subsequently approved by General Executive Board action. Highlights of the agreement included appropriate increases to the minimum rates, increases to the pension contribution and the annuity fund, as well as per diem increases and several improvements in working conditions. The parties also agreed to the actuarial number to maintain Plan A benefits with no co-pays for medical coverage for the traveling members.

The same percentage of increases was applied to the League's Modified pink contract as well. The parties negotiated away the sunset provision to this contract, as both parties recognized the advantage to having the League continue to produce their product as opposed to licensing it to other companies. With the gap between the mega-hits and the struggling titles, the Stagecraft Department realizes that the Modified Agreement is here to stay and we look forward to making improvements to that agreement as it matures.

Towards that end, the next round of negotiations is forthcoming this fall. The contract expires on December 31, 2009. The Official Bulletin has solicited suggestions for improvements to the agreement, asking that they be forwarded in writing to the Stagecraft Department at the General Office. After we leave the Convention this week, I will begin preparation for negotiations.

### **Obama for America**

With the consent of the General Executive Board, I endorsed then Senator Obama for President last fall. Shortly thereafter, overtures were made by representatives of the candidate's campaign indicating their interest in forging an exclusive arrangement with the IATSE for campaign stops for the balance of the fall campaign. I assigned several of my staff to continue those discussions with high level representatives of the Obama for America campaign. Utilizing the National Industrial Agreement as a template, staff was quickly able to negotiate a contract directly with the campaign to secure all casual work for Mr. Obama and all his surrogates from Labor Day thru Election Day. In total that amounted to almost 200 campaign stops and over 1 million dollars in wages and benefits in what clearly would have to be described as non-traditional venues. I believe this newly forged relationship is the roadmap to further work in the political world and I will be looking to expand this type of agreement beyond presidential campaigns to senate, congressional, and state campaigns.

### **MOTION PICTURE AND TELEVISION PRODUCTION DIVISION Operations**

The Motion Picture Division has developed uniform procedures on an International basis aimed at serving the broadest possible number of agreements covering our members. There are a number of essential procedural stages integral in accomplishing this goal.

Initially representatives become aware of productions through a number of sources. Members may call in

a job offer, an employer may make contact, information may be gathered from a film commission or a Local Union Business Agent may be contacted. Each area throughout the U.S. and Canada is under the responsibility of an International Officer or representative. Immediately upon receiving information relative to the start-ups of a production a research process is implemented. The initial information is distributed to every representative and officer assigned to the Division. Sharing this information has been extremely effective in achieving our objectives as the profile of a given production and the management personnel are developed. We are able to share information such as whether a company has produced non-union in the past, failed to pay a crew, dealt with a rival union or has had a good reputation. These factors set the stage for organizing and negotiating strategies.

Since the focus of the Division is on obtaining term agreements extensive research is done on every company. In determining whether a company is entitled and eligible for the more favorable agreements that are offered in return for the commitment to always shoot union, factors such as their past credits, relations with the union, reputation, and future production slates are considered. This knowledge allows us to steer negotiations toward either a term or a single-production agreement.

The sharing of information between the Division personnel has had great rewards in our ongoing efforts. Our ability to leverage companies by applying pressure where we have strength is often the catalyst for less contentious relations where we have less strength. Companies

are more careful and measured, realizing that their savings from producing non-union, mistreatment of a crew, anti-union resistance and litigation can be exceeded by the cost they incur when the tides of bargaining power flow back in our favor.

Once agreements are achieved, the task of compliance is necessary. The task is handled through close communication between the Division representatives and Locals, which are administering the agreement. The Divisional structure has aided the Alliance in strengthening the agreements because administration and compliance is now handled in a uniform manner. Contract interpretation is centralized, grievances are approachable from the same uniform positions and procedures are established creating consistency and continuity in the handling of these matters.

In addition to the responsibility to police the terms of the contract is the need to audit production expenditures. There are numerous budget-based agreements and the I.A. has been diligent in confirming the warranted budgets are not exceeded. There is more specific information on this contained separately in this report.

The Motion Picture and Television Production Division continues to pursue its goals aggressively and successfully. The foundation for this success is the ongoing recognition that we must continue to control the workplace by organizing. Atop that foundation of strength is a structure that has proven well suited to meet our objectives. Centralization of our strength through coordination of our activities throughout our jurisdiction has brought great benefits and security to IATSE members and their families.



The Division will continue to meet the challenges posed by an ever evolving industry, be it in the areas of new types of programming such as reality television, new methods of production brought by the digital revolution and altered venues of distribution that re-invent traditional business models and revenue streams in new media.

Tremendous credit is owed to the Locals and their members for their recognition of the effectiveness of the Division's strategy and their monumental support of one another for the mutual benefit inherent in the ideals of union membership.

### WEST COAST OFFICE

The West Coast office has experienced a few changes to its core staff since the 2005 convention. International Representative in Charge Joseph A. Aredas retired in February of 2006 and President Emeritus Short appointed Vice President Michael Miller to head up the West Coast Office. In 2009, Peter Marley joined the West Coast after serving as a Business Representative for Stagehands Local 33 in Los Angeles.

The West Coast Office continues to house the IATSE Special Department – California Branch which is headed by Vice President Miller with assistance from Representative Ron Garcia. In addition to Representative Garcia's work in the special department, he also is an active field organizer that has worked with locals in all aspects of the IATSE jurisdiction.

Motion Picture and Television contract administration and organizing are the primary functions of Representatives Aredas and Trachtenberg. Steve Aredas is a member of Local 600 in Los Angeles and was an

active Camera Assistant prior to being hired by the International. Lyle Trachtenberg has been in the West Coast Office for 20 years and is a member of Locals 44 and 442. Representative Gavin Koon is a member of Local 800 and in addition to his duties as an International Representative also serves as the Office Manager. Bob Trombetta, a member of Stagehands Local 33 continues to work in all areas of Stagecraft and is currently the Trustee of Local 707 in Palm Springs, Ca. West Coast Counsel James Varga is housed in the West Coast Office and his duties consist of all aspects of grievance, arbitration, Labor Board issues, bankrupt employers and corporate issues.

While each representative has a particular area of expertise, they are actively engaged in the labor community and serve as delegates to the respective Labor Federations. Vice President Miller serves as a Vice President of the California Labor Federation and Peter Marley serves as a member of the Executive Board of the Los Angeles County Federation of Labor. These representatives are also actively engaged in the entertainment community, regularly volunteering and serving on numerous boards and charities.

As you will see in other portions of this report and in the minutes of the General Executive Board meetings, Representatives have been actively engaged in all areas of organizing, representational activities, Political and legislative issues and all areas.

As a tribute to International President Emeritus Thomas C. Short, the West Coast Office building was renamed the "Thomas C. Short

Building" in October 2008. It was under the administration of President Emeritus Short that the International acquired the building.

### THE OFFICIAL BULLETIN

The IATSE continues to receive positive feedback for its oldest and most widely received communication – The Official Bulletin. It has been an ongoing mission to publish the Bulletin in an appealing way that is interesting and relevant to members. The goal of achieving a high level of communication between our members and the International is served admirably by the quarterly publication.

Several new sections have appeared in the Bulletin. In addition to individual sections devoted to each of the Divisions of the International, there is now a section for the Organizing Department, "Let's Get Organized." A new section called "Crewshots" features photos from the crews of motion picture and stage productions. "From the Desktop" is a new section offering links to the Web sites of affiliated Unions and other organizations serving the entertainment industry.

The Official Bulletin was the winner of Union Privilege's Annual Promotion Contest for 2007, for best promotion of the Union Plus benefit programs.

I have asked that we investigate and pursue a system to allow email communication with the membership of the Alliance. I envision that the Bulletin will at some point become available electronically should a member choose to receive it in such a format. This will allow a new level of convenience and provide a "green" method for delivery.

I wish to thank General Secretary-Treasurer James B. Wood and Assistant to the Editor MaryAnn Kelly for their dedicated efforts in making the Bulletin one of the International's most valuable assets.

### IATSE WEB SITE

Since its inception in 1996, and the launch of its new design in 2003, the IATSE's Web site has focused on the needs and interests of members, continually striving to improve communications. The Web site is administered in-house and receives over 55,000 hits per day. Constant maintenance keeps the information fresh and relevant. Members can expect to find up-to-the-minute press releases, as well as news and updates concerning industry matters such as the Basic Agreement Ratification and status of the Employee Free Choice Act.

The site was awarded First Prize for General Excellence, for all International/National Unions by the International Labor Communications Association (ILCA) in 2007. In 2006, the site was awarded ILCA's First Prize for Best Design. The site was also selected as a 2007 winner of the Union Privilege Annual Promotion contest for best Web site promotion of the Union Plus benefit programs.

In the past four years the site has undergone a few changes. A new feature appeared last year called "Election 2008," which was specially tailored to increase participation of our members in federal elections. Members were informed of the Primary schedules and voter registration deadlines. Links to campaign sites for both the Republican and Democratic parties were provided. Online voter registration was also offered.

For the 66th Quadrennial Con-

vention, a "2009 Convention" area was created to provide Delegates with up-to-date information. Other notable additions to the site include the French-Language version of the Official Bulletin posted in PDF format. Press releases pertaining to Canadian issues are now available in both French and English languages. An e-mail link for the Stagecraft Department has also been added.

The Web site is an attractive, informative link between the International and its members. As live communication, it remains both a work-in-progress as well as a polished presentation of all that the International has to offer.

### TRADE SHOW AND DISPLAY WORK Mutual Assistance Pact with Painters

Then International President Tom Short and Painters General President Jim Williams signed a Mutual Assistance Pact between the unions. The agreement is national in scope and similar to the one we have with the Teamsters in Florida. The Pact allows both unions to sign supplemental labor agreements with contractors. Specific language is included in these supplemental agreements that make it clear there is no raiding. This language is patterned after existing language in our Teamster supplemental agreements in Las Vegas.

### Decertification Attempt

A decertification petition was originally filed in 1999 and subsequently re-filed in 2002. A unit determination hearing was held in the fall of 2002 that resulted in several issues being appealed to the NLRB in Washington, DC. The Regional Director's decisions

were upheld in December 2006 and the Region notified the parties that it would conduct the decertification election it had ordered in 2002.

The employers involved were Freeman Decorating, GES, Allied Brede and Shepard. The bargaining unit involved all of our locals in Central and Northern Florida.

The election was held on May 4, 2007 with approximately 600 workers eligible to vote. Local 835 in Orlando put three members on payroll to work full-time on the campaign in addition to officers, volunteers and International Representatives.

The final vote count was a landslide victory for the IATSE. Out of 617 eligible voters 388 voted for union representation and 14 voted no. There were 56 challenged ballots and 29 ballots were voided for lack of a signature on the envelope. The election was a unifying experience for the union and the degree of the union's support was not lost on the employers.

### EAC Negotiations

Negotiations with the Exhibitor Appointed Contractors in Central and Northern Florida concluded in August 2007 in Orlando. This contract covers 64 EAC employers. Assisted by Tradeshow Division Director Bill Gearn, the locals negotiated with the largest 14 employers as a group engaging in convenience bargaining. These 14 employers account for 75% of the work done by EAC employers in the Orlando area. This contract then became the area standard agreement for the other contractors not at the bargaining table.

Journeymen do over 95% of the work for these employers. A four-year contract was negotiated that gives the



Journeymen annual wage increases of 3%, 4%, 4% and 3%. We also negotiated National Pension Fund contributions for the first time. Journeymen will receive additional Pension contributions of 3% in the first year followed by 1% increases in each of the following years resulting in a total wage/benefit package of 6%, 5%, 5% and 4% per year. Other job classifications received wage increases of 2% annually. The agreement was ratified by the locals and implemented the first week of October.

### **GES Warehouse/ Onsite Freight Organizing**

The bargaining unit at GES consisted of approximately 105 employees who work in the warehouse and at show site doing freight. This bargaining unit has been represented by the Carpenters union since 1996.

Organizing activity began in November 2007 with an anticipated open filing period from June 30 to July 29, 2008. The Painters union and the Teamster union also began organizing activity at the end of 2007.

The Painters filed an RC petition on June 29 and we filed on July 1. The Teamsters intervened shortly thereafter. Several issues were contested at the unit determination hearing with the employer, the Carpenters and the Teamsters on one side of the issues and the I.A. and the Painters on the other. The IATSE prevailed on all points and an election was ordered for September 5. Appeals filed by the employer and the Carpenters were denied.

There were five choices on the September 5 ballot: the IATSE, the Carpenters, the Teamsters, the Painters and no union. The winner had to have an absolute majority of

the votes cast. We missed that by two votes and a runoff election was held on September 25 between the IATSE and the Teamsters. We won the runoff election 54 to 40 and were certified as the bargaining representative on October 8.

IATSE assumed the Carpenter contract at that time, pending negotiation of a new agreement, and the employer redirected benefit payments to IATSE benefit funds. Negotiations began in November and are ongoing.

### **GSC Negotiations**

Negotiations with GES, Freeman, and Shepard concluded on November 11, 2008 for a five-year contract with a two-year wage and benefit re-opener. Journeymen received a wage/benefit package of 4% for the 1st and 2nd year of the agreement including first time contributions to the IATSE National Pension Fund. There were a number of beneficial language changes in the agreement that will result in more work thru the hiring hall.

### **Brede/Allied Negotiations**

In December 2008 the International and Orlando Local 835 concluded negotiations with Brede/Allied on a five-year freight contract with a re-opener after two years. The first two years of the agreement provide for wage/benefit increase of 9% and 4% respectively. This was on top of a 5% wage increase negotiated in June 2008 for a six-month extension. The agreement includes first time contributions to the pension fund and several work rule changes that are advantageous to the union. The agreement went into effect on January 1, 2009.

### **Champion Negotiations**

In December 2008 IATSE concluded negotiations with Champion Nationwide Services and U.S. Tradeshows on a five-year contract with a re-opener after two years. These agreements are identical and cover both decorating and freight and they are regional agreements that cover central and northern Florida.

The wage/benefit package for employees working decorating and freight were brought to parity in these agreements so that there is only a single wage/benefit rate for each classification that covers employees working deco or freight. The main body of the contract tracks most of the language in the Freeman, Shepard, and GES agreement but there are some significant changes in language sections. As a result, journeymen working deco will receive a wage/benefit package in the first two years of 4% each year. The unified wage rate will give J1 Journeymen working freight a wage/benefit increase in the first two years of 9.2% and 4% respectively. J2 Journeymen will receive 12.1% and 4% respectively. All journeymen will receive contributions to the pension fund for the first time.

## **ORGANIZING DEPARTMENT**

### **Local Union Organizing**

According to information provided by the National Labor Relations Board in response to a FOIA request, IATSE local unions in the US filed thirty-two RC petitions that resulted in representation elections taking place in the four years between the last Convention in 2005 and this Spring. Nineteen petitions were filed by stage locals, three by wardrobe locals, two by projection locals, one

by a Trade Show local, one by a Treasurers and Ticket Sellers local and the remaining six by production locals. Of the petitions filed by stage locals two unions were responsible for three petitions each and two filed two petitions. One wardrobe local filed two petitions. Two production locals were involved in two elections each. No other local union filed more than one RC petition resulting in an election. While clearly not reflective of all local union organizing efforts, the fact that out of 359 US locals only 24 have filed representation petitions is troubling.

The simplest explanation for the lack of activity on a local union level revealed by these numbers is the absence of any permanent organizing infrastructure. Even among the local unions that have filed petitions organizing appears to have been on an ad hoc basis absent any underlying strategic goal. It has most often been undertaken in response to an individual or group of employees approaching the local union with their employment grievances. This approach is woefully inadequate to the challenges confronting our locals. Having to gear up our organizing capacity in response to each individual effort leaves us at a constant disadvantage to employers with greater resources. Failing to sustain that capacity following an organizing effort prevents us from being able to internalize the lessons of our victories or rectify the causes of our defeats.

The organizational structures of most of our locals are almost exclusively devoted to contract administration. Collective bargaining, grievance handling, hiring hall administration, and bookkeeping, not to mention politics, are among the responsibili-

ties consuming the attention of our local union officers. However, it is incorrect to assume that organizing has no bearing on each of these. The presence of a competing non-union workforce adversely affects every aspect of our local unions. They undermine our existing agreements, sap our resources and dilute the available employment. When viewed from this perspective it becomes apparent that our locals' continued success and even survival depends on elevating organizing functions to the same level of importance as all other day-to-day activities and devoting resources commensurate with its significance.

Experience has confirmed that simply adding organizing responsibilities onto the many other jobs of existing officers is inefficient. Many of our local officers are either volunteers or already overburdened within a rudimentary administrative structure. Effective organizing requires dedicated personnel. Getting to know the non-union workforce and building personal relationships with them is a critical organizing function. Even if there is no majority interest in organizing at a given time these pre-existing relationships are essential if we are to take advantage of any galvanizing event occurring among the workforce that can become the impetus for an organizing effort. I am aware of some local unions that have formed organizing committees comprised of volunteer members. These members often salt non-union employers. Direct interaction with the non-union workers gives us an opportunity to learn about their issues while dispelling their preconceptions about the union. Other locals have paid orga-

nizers on either a part-time or full-time basis depending on their resources.

The International is prepared to offer whatever assistance our locals require. However, it is incumbent upon our local officers to educate their memberships to the importance of establishing and maintaining organizing infrastructure.

One positive aspect of the research on local union organizing is that our locals won twenty-six of the thirty-two elections. Clearly, we are recognized as effective representatives of entertainment industry workers and IATSE membership has tremendous appeal for those who want a career working in our crafts. It is up to us whether we want to make it available to non-union workers.

### **Stage**

There is no greater threat to our stage locals than the proliferation of non-union crewing services throughout the US and Canada. Since the last Convention these contractors have expanded their reach and become increasingly sophisticated.

Non-union contractors that had originally been relegated to the touring concert industry in local markets have expanded their scope to open regional offices in multiple cities. In competing with our locals in legitimate theaters, convention centers and hotels they generate tens of millions of dollars in annual labor costs. There are few cities where a new entertainment facility opens that our local unions do not find themselves in competition with a non-union contractor. In addition, contractor representatives have become active politically, securing work in public facilities in so-called "right-to-work"





states, as well as becoming involved in professional organizations representing entertainment industry workers. They have become entrenched in our industry.

Organizing these employers presents many challenges that will require us to adapt our structure and to accommodate their employees. We no longer enjoy the favorable labor law interpretations that previously allowed us to bypass “supplier” employers and direct our organizing activity at the “user” employer. We now will have to organize and bargain directly with the crewing service. These crewing services do not comply with our notion of geographic jurisdiction. They travel their employees over large swaths of the US and Canada. The ability to travel is essential for these workers to be able to make a living. We will not be able to organize workers while telling them that they can no longer follow the work as they had previously done. We will also have to reconcile ourselves to the size of these bargaining units. A crewing service may maintain a list of hundreds of workers but regularly only employ a fraction of that number. Successful organizing will require the majority support of the broadest conception of the bargaining unit. We cannot target some select subgroup. However, our experience in the past has revealed that natural turnover and attrition will eventually shrink the unit to its core group of career professionals.

We also must acknowledge that many of our members are already working for the non-union crewing services. These members should be looked upon as organizing assets not targets for recrimination. Not only

should we sanction their continued employment with the non-union competition but we should be encouraging all our members to apply for work with them as well. Forcing our members to pick sides without offering any long-term solution is counterproductive. Moreover, past experience should be sufficient for our stage locals to readily acknowledge that the tactic of poaching the non-union crewers’ best workers will not deny them the ability to service their clients effectively. It merely expands the labor pool we’ll need to organize.

Any successful strategy targeting non-union crewing services can only employ tactics that are devoid of preconceptions about how to fit these workers into our structure. The Gridmonkie/Stagemonkie organizing effort resulted in a statewide agreement in Virginia that permitted the free flow of workers throughout the contract’s jurisdiction regardless of their home local. That kind of creativity in responding to the concerns of the workers is going to be essential going forward.

### **Broadcast**

In 1998 the International executed its first collective bargaining agreement covering technicians employed on live sports broadcasts and chartered its first local union representing those technicians, Local 793, Seattle, Washington. Since that time live sports broadcast technicians throughout the country have sought IATSE representation. Today there are eight new broadcast locals which, including the Los Angeles production locals, represent over 1500 members. The International is now signatory to 27 collective bargaining agreements with a variety

of employers including regional sports networks, trucking companies and crewing services. Much of this progress has been accomplished since the last convention.

In New York the home show broadcasts of the major professional sports teams have been under contract since 2004. However, it took until 2007 to bring the visiting team broadcasts (away shows) under contract. The interference of a rival union, the resistance of the exclusive crewer and an adverse decision from the regional NLRB office appeared to have successfully conspired to prevent those freelance technicians from achieving parity with their co-workers on the home shows. Total compensation for the away show crews lagged behind the home show by more than one hundred dollars per day. However, because the majority of the away show broadcasts fell under the auspices of a single company that controlled multiple regional networks we approached that company with a request for voluntary recognition. An agreement was executed outlining the card check procedure and the International won an overwhelming majority. As a result, any crewing service wishing to provide crews for those regional networks was required to be signatory to an IATSE agreement. Within a short period all away show broadcasts in New York were under contract. In 2008 the second contract for independent crewing services in New York was concluded. Jurisdiction was expanded beyond professional and major college sports to include any live sports event. There are currently four crewing services signatory to the same agreement.

In 2005 the International intervened on a RC Petition filed by

another union to represent freelance technicians employed by Comcast Sports Net Mid-Atlantic and won the election. Negotiations proved difficult and dragged on throughout 2006. Finally, in December 2006 the entire crew from both the Comcast home show and the away show walked off the job during their lunch break and refused to return without a contract. Comcast was able to telecast a barely competent show with replacement workers. Nevertheless, agreement on a three-year agreement was finalized the following morning. Negotiations for a successor agreement will commence this autumn.

The most recently chartered broadcast local is Local No. 745 in Minneapolis, Minnesota, which received its charter in June 2009. The International won the representation election with Fox North in February of 2008. The bargaining unit ratified the first contract in April 2009. In this instance, the existence of agreements with other Fox Regional Sports Networks provided the necessary leverage to conclude the agreement. The focus in Minneapolis going forward is to bring other trucking companies and crewing services operating within the market under contract as well.

Having secured a foundational presence in sports broadcasting we are no longer simply focused on grass roots organizing and bargaining. Existing agreements with employers in individual markets have presented opportunities to streamline the organizing process when that employer seeks to enter other markets where we’ve chartered broadcast locals. As indicated in the attached Organizing Status Report there are employers that have signed our stan-

dard market agreements in multiple jurisdictions. This tactic has become an essential component of our long-term strategy as we have seen the employment practices in the field evolve over the last several years. Where previously employment in sports broadcast was controlled almost exclusively by crewing services we have seen employment progress from crewers to trucking companies to rights holders to a combination of all three within individual markets. What was once an entirely locally based employment system is becoming increasingly national in scope as crewers sign contracts to service a single rights holder for all their away broadcasts regardless of where they originate. The impact of these employment practices can also simplify the bargaining process. A condition of being able to provide crews in IATSE markets for new employers has been their willingness to sign onto existing terms and conditions. Integrating all our markets to maximize leverage for further organizing and bargaining should enhance those efforts exponentially.

Organizing momentum in the sports broadcast field continues to build as freelance technicians throughout the country become aware of what has been achieved by their co-workers in the markets that have been organized.

One particular organizing effort in broadcast may provide an indication of future opportunities and tactics. The Rachael Ray Show is a talk show that shoots in New York. Through the cooperation of the Locals 52, 100, 600, 700 the IATSE received voluntary recognition and an agreement was rapidly concluded in 2008. In the absence of that

cooperation between production, post production and broadcast locals none would have been successful in obtaining recognition let alone an agreement.

### **IATSE NATIONAL BENEFIT FUNDS**

The growth of the Funds continues on a steady and rapid pace. Total annual contributions through the end of 2008 were \$144,927,390 for all the Funds, which represents a 90% increase since the end of 2004. Total net assets for the Funds as of December 31, 2008 were \$529,370,159, which represents a 25% increase since the end of 2004.

At the last convention we spoke of many expected changes in the structure of the Funds operations. Our fourth quarter 2007 Bulletin focused on the efforts of ‘getting it right’. While it has been a long process, the Trustees partnered with Fund staff and professionals in an unprecedented move to bring the Funds’ staff, services and benefit plans into the 21st century. 2009 will see the completion of those efforts, culminating in the final phases of a new state of the art computer system.

Our IATSE Locals continue to look toward the National Funds for solutions to solving the difficult task of procuring vital health and retirement benefits for their working members. It has always been a goal of, and continues to be a focus of my administration, to insure that IATSE members from coast to coast can rely on us to meet or exceed their needs when it comes to benefits. The Funds continue to provide robust, comprehensive benefits that are obtainable by many of our members and their families.



The Funds offer a wide array of Plans that give flexibility to negotiate contracts and assure the members' continued enrollment in our benefit plans. The Plans available are:

*The IATSE Annuity Fund* – this defined contribution retirement plan has no employer contribution requirement. It features a 401(k) plan where participants can add to their retirement security on a voluntary basis. There is a required minimum percentage of salary employer contribution in order for members to defer pre-tax contributions to the 401(k) component of this Plan.

*The IATSE 401(k) Plan* – this defined contribution plan was made available in 2002 for the motion picture industry. It is separate from the Annuity Fund's 401(k) feature and there is no Annuity Fund required employer contribution for participation in this Plan except that employment be motion picture industry related.

*The IATSE National Pension Fund* – this defined benefit retirement plan features two unique programs –

Plan B – established in 1957 – predominately enjoyed by Pink Contract employees. This Plan's benefit is based on the last 3 years of employment and the associated daily employer contribution level after establishment of eligibility for retirement.

Plan C – established in 2002 for the motion picture industry and any other industry where flexibility in the contribution rate is needed. The retirement benefit is calculated as a percentage of all employer contributions once eligibility for retirement is established. It should be noted that International President Emeritus

Short made this a major priority in that cycle of the Area Standards Agreement negotiations at a time when many corporations were eradicating defined benefit plans.

*The IATSE National Vacation Fund* – predominate participation is by Pink Contract employees.

*The IATSE National Health and Welfare Fund* – The health benefits Fund boasts two Plans:

Plan A – this is a traditional health Plan which requires a minimum daily employer contribution. This Plan is almost exclusively used by Pink Contract employees.

Plan C – this Plan now boasts four coverage options designed to meet the needs of members in every phase of the industry and requires no fixed employer contribution. The coverage options are:

Plan C1 – a very high level of medical, surgical, hospital, prescription and dental benefits program.

Plan C2 – an industry competitive plan offering the same benefits as C1 with slightly higher co-payments.

Plan C3 - introduced in October 2007 to provide benefits closer to but above a catastrophic plan with medical, surgical and hospitalization benefits with higher co-payment levels than C2. Very limited prescription and dental benefits are included.

MRP – a medical reimbursement plan for those enrolled in another hospital/medical program.

The Funds are governed by fourteen (14) Trustees, seven (7) representatives from Labor and seven (7) representatives from Management. The day to day operation of the Funds are being managed by an Executive Director and five (5) Directors who have the experience and vision to guide the operations in

a more effective and responsive manner. The Funds Office Staff has grown to 70 employees (including the management team). There may be additional expansion in order to accommodate not only the growth in participants in the Plans but a continuing effort to reach the highest levels of service and compliance that is expected of an operation of this size.

The period through 2008 brought us some of the following improvements:

- The relocation of the Fund office into new quarters to house the increased staffing and information system improvements necessary to provide improved services to participants.
- A participant services department to rapidly answer phone inquiries regarding benefits, contributions and general inquiries. This area also handles requests for forms, address changes, beneficiary designations, etc.
- An interactive voice response phone system was installed to allow participants to hear their employer work history contribution information, advise them of health plan coverage enrollment and Health and Welfare Plan C co-payment due amounts, due dates and receipt of payment information. This is a toll free service available 24 hours a day, 7 days a week.
- An interactive Web site where participants can look up their work history information for all Funds. The participants can see what employers remitted, when they remitted and the amounts contributed to the various Funds. They can also view their Health

and Welfare Plan C CAPP account balances, link to the Funds carriers (Blue Cross, Prudential, etc.). The site also permits an address change, beneficiary changes, downloads of various forms, Plan documents and other Plan related information. The site is maintained daily so that COBRA rates, Plan C CAPP rates and other important information is always current. The site is available 24 hours a day, 7 days a week.

- The Web site allows for Health and Welfare Plan C participants to make their CAPP co-payments on line via MasterCard or Visa.
- The site is about to launch (projected for July 2009) the ability for participating IATSE Locals to view an employer's contribution history to insure that timely contributions are being made and credited. The site will allow for summary and for on-line requests for our standard reports. This functionality will be enhanced by the end of 2009 to allow for a wider array of report requests on-line.
- New Summary Plan Description booklets have been distributed for Pension Plans B and C and for the Vacation Fund. Before the end of the year newly designed, easier to understand Health and Welfare Plans A and C SPD's will be released as will SPD's for the Annuity and 401(k) Funds.
- Revised and easier to understand Plan C Quarterly CAPP statements were mailed to Health and Welfare Plan C participants in February 2009 for the coverage quarter commencing April 1, 2009.
- Direct deposit of the annual vacation benefit distribution was implemented for the first time for

this year's distribution which occurred in May 2009.

2009 and beyond will bring many significant changes that will allow participants, Locals and employers easier access to critical information. Some of the things envisioned for the near future include:

- Completion of the Funds' new computer system that will enhance the Funds' ability to effectively process and manage contributions from employers and participants, benefit calculations and payments, contracts database, delinquency and collections and document imaging; all with the goal of better servicing the needs of the members.
- Implementation of bank lockbox services for the receipt of employer contributions, participant co-payments and interest/shortage payments from employers to allow for more secure and timely deposits.
- Employers will be able to electronically send contributions and reports to the Funds office ensuring even faster crediting to all participants.

This is just a small sample of what has been accomplished and our focus for the future of our Funds. I, as Co-Chairman of The Board of Trustees, along with my fellow Trustees understand the commitment necessary to maintain these benefits for IATSE members and their families and I will continue to strive to bring the best possible benefit packages and services to you and your members. Even during these tough economic times my focus will continue to remain committed to making sure that every working IATSE member has health and retirement benefits.

### **IATSE National Pension Fund**

The Pension Fund, through its defined benefit plans, Plan B established in 1957 and Plan C, established in 2002, continues the goals of IATSE to ensure a secure retirement for all of its members. At the end of 2008 there were 12,586 participants in the Plan as compared to 9,747 reported to you in 2005 for plan year ended 2004, representing a 29% growth in participation.

- Net assets at the end of 2008 were \$171,321,170.
- At the end of 2008, there were 60 participating Locals in Plan B.
- At the end of 2008, there were 95 participating Locals in Plan C.
- As of December 31, 2008 there were 1,946 retirees receiving a monthly benefit and 457 beneficiaries receiving a monthly benefit.
- An average of \$788,652 is paid each month in pension benefits, for an annual total of \$9,463,829 through December 31, 2008.
- The average monthly pension benefit is approximately \$330.
- In January 2007, all retirees and beneficiaries received a one-time bonus pension benefit distribution of \$316 as a result of the Fund's growth and investment returns.
- In July 2009, the Fund distributed a bonus pension benefit check to all retirees and beneficiaries based on the Funds' continued stability and 'green zone' status through 2008.

### **IATSE Annuity Fund**

The Annuity Fund, now in its 36th year, has over 53,000 participants with accounts at Prudential



Retirement that are self directed. This compares with 38,000 participants reported to you in 2005 for plan year ended 2004, which represents a 39% growth in participation.

- Net assets at the end of 2008 were \$284,614,337.
- At the end of 2008, there were 178 participating Locals in the Plan.
- In July 2008, a new default investment option, the IATSE Annuity Balanced Fund, was established at Prudential in accordance with new regulations from the Department of Labor.

### IATSE 401(k) Fund

The 401(k) Fund, now in its 7th year, has over 300 participants with accounts at Prudential Retirement that are self directed. This compares with 147 participants reported to you in 2005 for plan year ended 2004, which represents a 104% growth in participation. The Plan was established for those members working in film, television and commercials.

- Net assets at the end of 2008 were \$2,425,863.
- At the end of 2008 there were 315 participants in the Plan.
- At the end of 2008, there were 14 participating Locals in the Plan.
- In July 2008, a new default investment option, the IATSE 401(k) Balanced Fund, was established at Prudential in accordance with new regulations from the Department of Labor.

### IATSE National Vacation Fund

The Vacation Fund was established in 1973 in order to provide an annual lump sum payment to those participants working sporadically or

on the road where paid vacations are not available. The distributions are adjusted pursuant to plan provisions to reflect operating income or losses.

- During 2008, \$3.5 million was received in employer contributions and distributed to participants in early May 2009.
- At the end of 2008, there were 22 participating Locals in the Plan.
- This year participants will be offered, for the first time, the option of receiving their annual distribution via direct deposit into their bank account, thereby reducing the possibility of lost or misdirected checks.

### IATSE National Health and Welfare Fund

At the last Convention, we previously reported that 11,487 participants and their families were covered under the National Health and Welfare Fund at the end of 2004. Due to continued efforts, including but not limited to, organizing new members, plan improvements, plan mergers, and managing benefit costs, the Fund covered 15,762 participants and their families at the end of 2008, which represents a 37% growth in participation. As previously reported, same sex domestic partners are included in the Plan as are some retirees. Many decreases in benefits that are being experienced by Plans nationwide have not occurred with our Plan. We have been able to maintain, and in many instances improve, our coverage. The Plan is comprehensive offering participants hospital, medical, prescription, dental, vision, hearing, disability and death benefits.

- Net assets at the end of 2008 were \$55,380,094.

■ At the end of 2008, there were 178 participating Locals in the Plan.

- Since 2005, the Health and Welfare Plans of Locals 110, 161 and 798 have been merged into the National Health and Welfare Fund, resulting in increased benefit offerings to those participants.
- A new national dental provider, Delta Dental, was added in March 2007.
- A new prescription benefit provider, Caremark, was added in April 2007.
- A new lower cost Plan C-3 was offered to participants beginning in October 2007 providing medical and hospital coverage through an exclusive provider organization.
- The Plan C Quarterly CAPP statement has been thoroughly revised so they are easier to understand and important Plan rules are disclosed. A tear-off coupon, now a part of the new statement, will accompany the payment allowing for easier processing by the Fund and payment by Plan participants.
- Since September 2005 the Fund has given participants the option to pay their quarterly CAPP co-pay through on-line payment with a credit card.
- Participants in Plan A and Plan C are now able to view their eligibility and account information on the Funds' Web site or via the Fund's interactive voice response phone system.

### STAFF RETIREMENT FUND

Assets of this Fund are currently accumulated through contributions from the International on behalf of its employees. These contributions

are invested in stocks and fixed income securities.

- Net assets at the end of 2008 were \$12,188,332.
- At the end of 2008 there were 84 active participants in the Plan
- As of December 31, 2008 there were 43 retirees receiving a monthly benefit and 14 beneficiaries receiving a monthly benefit
- An average of \$87,905 is paid each month in retirement benefits, for an annual total of \$1,054,860 through December 31, 2008.
- The average monthly gross retirement benefit during 2008 was \$1,599.

We have seen recent reform legislation such as the Pension Protection Act of 2006 which has enacted far-reaching changes and has established new minimum funding standards for single employer defined benefit pension plans like the IATSE Staff Retirement Fund. Along with the Trustees' responsibility to abide by applicable laws such as the Employee Retirement Income Security Act of 1974, the new Pension Protection Act now imposes even stricter reporting, disclosure, and plan administration requirements upon the Staff Retirement Fund. But the changes will not stop here. As we are all aware, constant legislative and regulatory changes by the United States Congress, Department of Labor, Internal Revenue Service, and Department of Treasury continue to require vigilant and timely Trustee education and action. Therefore, the International President, with the approval of the General Executive Board, must be vested with the authority to take all steps necessary to continue to comply with any leg-

islative and regulatory requirements and updates and to ensure that the Staff Retirement Fund maintains its fiscal stability and meets all legal funding requirements.

### STATUS OF VARIOUS LOCAL UNIONS

On pages 40 and 41 is an extensive list of new locals and mergers of local unions since the last Convention. These mergers are consistent with our continuing efforts to protect and insure our jurisdiction in all areas of the United States and Canada and to strengthen our affiliated locals so as to enable them to more effectively represent their members. It should be pointed out that under the International Constitution, Article Nineteen, Section 29, the International President has the power, after a hearing or investigation, and with the approval of the General Executive Board, to effect mergers of local unions where it is found that an existing local or locals are unable to discharge their duties properly or that the merger of two or more locals would be in the best interest of the members of such locals and the Alliance.

### CANADA

The last four years has seen an unprecedented amount of organizing activity by the locals of the IATSE located in Canada. Organizing campaigns were launched by newly chartered locals as well as some of the oldest locals in the Alliance. These efforts have not only provided additional work opportunities for our members but have also helped secure the jurisdiction of the IATSE with competing labour organizations and non-union labour contractors. The following summarizes some of

these organizing successes as well as other significant events and activities.

### Local No. 63 – Winnipeg Stage

In 2006-07, the International was successful in assisting the local in organizing and negotiating a first collective agreement for the construction shop of the Royal Winnipeg Ballet, the oldest dance company in Canada.

In 2009, the local successfully organized the employees of the Manitoba Theatre for Young People which operates a modern 28,000 sq. ft facility featuring a theatre, classrooms, and production and wardrobe shops. In this certification, the bargaining unit description was aggressively litigated and the local was successful in its effort to include casual employees in the bargaining unit. International Vice President Damian Petti and Representative Barney Haines are assisting the local in negotiating the first collective agreement.

In April of 2009, the local filed to expand the bargaining unit it represents with the Prairie Theatre Exchange to also include casual employees and the head of the Paint department. Relying on the MTYP precedent, the local was again successful on this issue and the employer agreed to the expansion and the Labour Board issued a certificate for the casual employees. The International will be assisting the Local in negotiating for the added positions.

### Local No. 129 Hamilton / Brantford, ON

After three unsuccessful attempts over twenty years to organize the stage workers of the Sanderson Centre, Local 129 was



finally able to certify the venue in March of 2005. The International assisted the local in the certification process as well as with the negotiation of a first collective agreement and a subsequent agreement.

**Local No. 173 Province of Ontario**

The Toronto International Film Festival (TIFF) began in 1976 and is now considered second in importance only to Cannes. The International assisted the local in becoming certified as the bargaining agent for all projectionists and revisionists employed by TIFF in the city of Toronto.

The certificate covers not only the Toronto Film festival but also Sprockets, their children's film festival and its screening facility, which operates year-round. The certificate also extends to TIFF's new building, currently under construction, which will eventually house the majority of the Film Festival. Negotiations for a first collective agreement began in January 2006, and took place over the next 16 months. We were ultimately successful in obtaining 3% increases for each year of the three-year contract.

**Local No. 212 Calgary, AB**

In 2007 Local 212 was successful in organizing the stage employees of Theatre Junction. "The Grand" is the oldest theatre in Western Canada and was built by some of Local 212's charter members in 1911 and first opened in 1912. The venue had not been operating as a theatre for a number of years. Upon reopening in 2005, the local commenced a two-year organizing drive and applied for certification on March 27, 2007. The local litigated a number of employer

challenges before being certified by the labour board. The local subsequently negotiated a first collective agreement featuring wage increases, improvements to working conditions and the introduction of health and retirement benefits.

In 2008, Local 212 was assisted by the International in organizing a group of previously unrepresented tutors who had been working for years in the motion picture and television industry in Alberta. This makes Local 212 the first Canadian local to represent tutors.

**Local No. 514 Province of Quebec**

The chartering of Local 514 in Montreal in 2005 was the beginning of the largest organizing campaign in the history of the Alliance in Canada. The Montreal motion picture industry is a bit of an anomaly in Canada. Historically, there were two labour associations that represented workers in Quebec and it was widely believed that they were covered by the Status of the Artist Legislation. In 2004 the two associations were merged to form AQTIS. The Status of the Artist Legislation carved out exclusive jurisdiction to AQTIS and appeared to make it impossible for an outside labour organization to secure bargaining rights. As with most myths, there was little factual support for these propositions but they got repeated enough times that everyone in the industry took them as being carved in stone.

After consulting with President Emeritus Short, it was determined that a local for technicians should be established and that Local 667 should represent the camera categories in the province. The AQTIS membership included both camera and tech-

nicians, which had been a source of irritation by both groups for a number of years. Local 514 received its charter on October 3, 2005. Locals 514 and 667 established an office in Montreal and the organizing campaign began. Not surprisingly, we were met with great hostility by not only AQTIS, but also from the local production community, who did not want to see their cozy arrangement with AQTIS disrupted.

Throughout the year of 2005 and into 2006 the main focus was to sign membership cards. On June 14, 2006 the IATSE filed to certify The Spiderwick Chronicles, a \$110 million feature produced by Paramount. The Quebec Producers Association and AQTIS challenged our certification and filed competing applications against Paramount with the Commission who administers the Status of the Artist Legislation. Despite the legal challenges, Locals 514 and 667 negotiated and ratified collective agreements for the production.

On June 28, 2006 the IATSE filed to certify Journey to the Centre of the Earth, a \$45 million dollar feature produced by Walden Media. Once again, both AQTIS and the APFTQ challenged our application. The threat of legal challenges began to have a chilling effect on the industry. In response to these concerns, the Provincial government appointed a task force to meet with the parties in an attempt to broker labour peace, which would allow production to shoot in Montreal. Extensive negotiations took place the week of February 17, 2007 resulting in an agreement being reached. The Agreement was a short-term solution to enable a number of productions to produce in

Montreal without concern for becoming involved in litigation. It was to expire in August of 2007 and divided the industry. The IATSE claimed all productions produced, financed or distributed by members of the AMPTP or an affiliated company. AQTIS would retain jurisdiction for domestic productions and non-AMPTP foreign productions. The parties were unable to obtain a long-term deal. The agreement called for the government to work with the parties to craft, by legislation if need be, a long-term solution.

Soon after the Agreement was signed a number of large Studio productions were shot in Montreal under IATSE agreements. These included Whiteout (Warner Brothers), Get Smart (Sony), The Curious Case of Benjamin Buttons (Paramount), Death Race 3000 (Universal), Mummy 3 (Universal), The Orphan (Warner Brothers) and The Factory (Warner Brothers). Payroll for the two I.A. locals was in excess of 40 million for 2007. Most importantly, the I.A. was now firmly established in Montreal by the end of 2007. In terms of membership, Local 514 had 1,600 members and Local 667 had 160 members.

Negotiations with the provincial government continued and in May of 2008, a permanent solution was reached by the parties that would legally confirm the presence of the IATSE to represent essentially all US productions shot in Quebec while the Quebec union would represent indigenous productions and all non-US foreign productions. Additional aspects of the agreement called for the creation of a single health plan and a single training fund.

In the fall of 2008, the provincial government introduced Bill 90, which

essentially formalized the agreement reached by the parties. The Bill, however, was subsequently withdrawn in the face of criticism by the Quebec Producers Association and other cultural groups. The government then restarted the mediation and a revised agreement was reached in the fall which was similar to the first agreement but gave the IATSE slightly less jurisdiction with respect to independent US productions. Bill 32 was introduced in May of 2009 and was passed in the Quebec legislature in June of 2009. The IATSE, the AMPTP and the Quebec Federation of Labour worked collaboratively to ensure the passage of the legislation, which again should bring labour peace to the industry and permanently recognizes the right of the IATSE to represent workers in the motion picture and television industry.

This represents the single largest organizing campaign in the history of the Alliance in Canada and would not have been achieved without the efforts of many people. Throughout this period the officers and members of Local 667 were the strongest supporters of the IATSE on set and in meetings. I would draw particular attention to Representatives Rick Perotto and Christian Lemay. Many senior technicians in Montreal risked their livelihood by asking the IATSE to come to Montreal and represent them. Alain Masse, the President of 514 and Michel Charron, the Business Agent of Local 514 have been supported by a solid team in Montreal of senior technicians who knew they could have better representation.

**Local No. 669 Western Canada**

Since the last Convention, Local

669, as part of the BC Council of Film Unions, negotiated two separate versions of the BC Master Agreement in 2006 and 2009. These agreements were negotiated with the AMPTP and the Canadian Producers and consistently followed industry patterns for wage increases and benefit improvements. For the first time, the International assisted Local 669 and Local 891 in both sets of negotiations.

In the most recent negotiations, the BC Council refused to accept anything less than the industry pattern, which had been established by the International in the Hollywood Basic negotiations in terms of wages, benefits and provisions dealing with New Media. So determined was the BC Council to match the industry pattern that it broke off negotiations with the producers to allow them to negotiate the Area Standards negotiations with the International and affected locals. Once the Area Standard agreement was negotiated, the BC Council returned to the table and essentially reached an agreement with the same economic settlement.

**Local No. 822 Toronto, ON**

Local 822 continues to be one of the most aggressive locals in the Alliance in terms of organizing its jurisdiction. In the last few years the local has organized Blue Man Group, the National Ballet of Canada, Dan-Cap Productions, the Molson Amphitheatre and the St. Lawrence Centre for the Performing Arts.

**Local No. 828 Province of Ontario**

Local 828's organizing record is impressive, especially since this is a local that was granted its autonomy by the International in 2000. Over the last few years Local 828 has man-



aged to organize and secure agreements with the London Grand Theatre, Canadian Opera Company, the shop at the National Ballet of Canada (which supplies not only the National Ballet, but also CanStage and Opera Atelier), the Souleppper Theatre Company, and most recently the scenic artists at the Stratford Festival and the Shaw Festival.

**Local No. 891 Vancouver, BC**

Over the last four years, it would be difficult to identify a local union within the Alliance, which has demonstrated more commitment to organizing than Local 891. The local

has employed four full-time organizers, supported by the staff and officers of the local and they have achieved some remarkable results, bringing over 1,000 members into membership over the last two years. They have focused on visual effects technicians which are now covered under the Master Agreement as well as low budget productions and trade show and convention workers.

**Jubilee Auditoria**

The Jubilee Auditoria are located in Calgary and Edmonton and are regarded as the finest concert venues in the province of Alberta. The government

owned and operated the Auditoria and directly employed house technicians until about 1997. At that time, the government handed over the management of the venues to the "Friends of the Jubilee Auditoria Society". Locals 210 and 212 managed to secure voluntary recognition agreements covering IATSE members working as both casuals and house technicians. These agreements dating back to 2000 identified the "Friends of the Jubilee Auditoria Society" as the employer.

In January 2009 the government and Friends abruptly announced that house crew at both venues would once again be employed by the

Alberta government which would not recognize the IATSE collective agreements because it wanted the venues to be covered by its province-wide agreement with the Alberta Union of Provincial Employees.

With the support of the International, Locals 210 and 212 challenged this action at the Alberta Labour Relations Board. The Locals sought a "successorship" finding, so that their collective agreements could continue to bind the government. In the face of the mounting legal challenges, the government reversed its decision and effective control over the two venues reverted

back to the Friends and the 15 full time house positions would continue to be represented by the IATSE. Local 212 subsequently negotiated the Casual and House Agreement in Calgary. Negotiations are now underway in Edmonton for a new agreement covering House and Casual employees.

**Piracy and Copyright Reform**

The IATSE worked in partnership with other industry stakeholders to lobby for amendments to Canada's Criminal Code to address piracy. The House of Commons enacted amendments in 2007 which made individu-

als videotaping a movie, without the consent of the theatre manager, subject to 2 years in prison; videotaping, without the consent of the theatre manager, for the purpose of sale, distribution, or commercial transaction, subject to 5 years in prison. There is already ample evidence that the amendments to the criminal code have had a positive effect in the fight against piracy. In 2006, Canadian camcorders were the source of approximately 20% of all illegally camcorded MPAA member company films that appeared online or as a pirated DVD. In 2008, that percentage had been reduced by half.

**NEW LOCALS:**

**MPSPT – 514**

Province of Quebec

**EE-838**

Salt Lake City, UT/Southern Idaho

**TBSE-745**

Minneapolis, MN.

**TBSE-762**

Chicago, IL.

**B-26**

Minneapolis-St. Paul, MN.

**MERGERS:**

**S-109**

Bridgeport, Stratford, Fairfield, CT, and M-133, Bridgeport, Greenwich, Danbury, Norwalk, Stamford, Westport, CT merged into Stage Local 74– New Haven, Waterbury, Bridgeport, Stratford, Fairfield, Greenwich, Danbury, Norwalk, Stamford, Westport, CT.

**M-173**

Province of Ontario merged into Stage Local 58, Toronto, ON, Stage Local 105, London, ON, Mixed Local 357, Kitchener, ON., and Mixed Local 471, Ottawa, ON.

**M-174**

Lafayette, Frankfurt, Crawfordsville, IN merged into Mixed Local 125, Lake Porter and La Porte Counties, Fort Wayne, Lafayette, Crawfordsville, IN.

**O-224**

Washington, DC Metropolitan Area merged into Stage Local 22, Washington, DC.

**O-249**

Dallas-McKinney, TX merged into Mixed Local 127, Dallas and Grand Prairie-McKinney, TX.

**M-272**

Cortland, Binghamton, NY merged into Mixed Local 289, Elmira, Hornell, Watkins, Ithaca, Corning, Cortland, Binghamton, NY

**MPP,O&VT-364**

Akron, Canton, Massillon, Alliance, Mansfield, OH merged into Stage Local 48, Akron, Canton, Massillon, Alliance, Mansfield, OH

**M-451**

New Castle, PA merged into Stage Local 3, Pittsburgh-New Castle, PA

**O-486**

Hartford, North Connecticut, CT merged into Stage Local 84, Hartford, North Connecticut, CT

**O-521**

Long Beach, CA merged into Operators Local 150, Los Angeles-San Bernardino-Riverside-Pomona-Redlands-Long Beach, CA.

**M-538**

Westerly, RI/New London, CT merged into Stage Local 84, Hartford-North Connecticut, New London, CT

**M-558**

Daytona Beach, FL. merged into Mixed Local 631, Orlando, and Exhi-

bition Employees Local 835, Orlando, FL.

**M-564**

Modesto, Stockton, Fresno, CA. merged into Stage Local 158, Fresno, Modesto, Stockton, CA.

**MPSAC-790**

Hollywood, CA merged into ADG&STGA Local 800, Los Angeles, CA.

**EE 836**

Indianapolis, IN merged into Stage Local 30, Indianapolis, IN.

**SDMM-847**

Hollywood, CA merged into ADG&STGA Local 800, Los Angeles, CA.

**TWU-890**

Ottawa, ON merged into Mixed Local 471, Ottawa, Kingston, Belleville, ON

**M-898**

St. John's Newfoundland, CN merged into Local B-898, St. John's, Newfoundland, CN

**JURISDICTIONAL CHANGES:**

**M-23**

State of Rhode Island

**S-74**

Southern Connecticut

**M-627**

Southwest Pennsylvania (*Note: Local 64, Wheeling, W.VA. maintains the geographical jurisdiction of West Alexander, PA.*)

**M-665**

State of Hawaii

**TW,MA&HS-830**

State of Rhode Island. (*Note: Craft jurisdiction to include Make-Up Artists and Hairstylists performing legitimate theatre work in the State of Rhode Island.*)

**MPSPT-891**

Vancouver, BC/Yukon Territory British Columbia/Yukon Territory (*Note: The craft jurisdiction of Local 891 remains the same to cover Motion Picture Studio Production Technicians.*)

**NEW TITLES:**

**MPP&VT– 143**

St. Louis, MO. "Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians" ("MPP,AVE&CT")

**O-199**

Detroit, MI. "Motion Picture Projectionists, Video & Computer Technicians" ("MPP,VT&CT")

**SM-487**

Mid-Atlantic States "Mid-Atlantic Studio Mechanics and Broadcast Technicians" ("SM&BT")

**ADG&STGA-800**

Los Angeles, CA. "Art Directors Guild, Scenic Title and Graphic Artists, Set Designers, Model Makers and Studio Arts" ("ADG,ST&GA,SD, MM&SA")

**SS/C,C,A&APSG-871**

Hollywood, CA. Script Supervisors/Continuity, Coordinators, Accountants & Allied Production Specialists Guild



In addition there is currently an initiative led by the Canadian Motion Picture Distributors Association and other industry stakeholders to lobby for amendments to the Copyright Act in Canada. As part of this initiative, the IATSE is lobbying all federal political parties to support legislation similar to the U.S. Digital Millennium Copyright Act (DMCA), which would assist in tightening up copyright protection and allow Canada to meet its obligations under the World Intellectual Property Organization (WIPO) treaties.

### Canadian National Retirement Plan

The Canadian National Retirement Plan was created by motion of the General Executive Board at the Mid-Winter Board Meeting in Houston, Texas in January 2005. A national retirement plan has allowed smaller Canadian locals, which either did not offer such benefits or did not have the critical mass to meet their fiduciary responsibilities, to obtain superior administration and discounted management fees. Of particular concern were the high management fees paid by our members and the fact that few members kept their money in their respective local retirement plan, which resulted in few of our members in Canada having adequate retirement savings.

The Plan is sponsored by the International, and the day to day operations of the Plan are governed by a Retirement Committee which is appointed by the International President. The Plan has engaged a National Administrator who coordinates the efforts of all participating locals and works out of the Canadian Office.

The start-up of the Canadian National Retirement Plan has surpassed all expectations. From very modest beginnings, the Plan now has almost 13,000 members enrolled and pooled assets in excess of \$71 million. Part of this rapid growth was the expansion of the Plan to include the members of the Directors Guild of Canada as of September 1, 2008. The Guild has approximately 3,800 members in Canada and its retirement plan has assets of \$17 million.

In 2009, the Plan once again expanded with the acceptance of EP Canada in to the Plan. EP Canada is the largest payroll service operating in the entertainment industry and has approximately 70 Canadian employees who are now members in the Plan. The request by EP Canada to be part of the Plan is a tremendous vote of confidence that the Retirement Plan formed by the IATSE is superior to anything else currently operating in the entertainment industry in Canada.

### Canadian Binder Agreement

In 2006 the International, with the assistance of Canadian Counsel Bernie Fishbein and Bruce Laughton, legal counsel for the BC Council of Film Unions, created a Canadian Binder Agreement, which bound signatory producers to the term agreements in existence in Canada and required them to negotiate in good faith with those local unions which operated under promulgated agreements. The Canadian Binder Agreement became part of the "term package" which producers are required to execute with the International. The creation of the Canadian Binder Agreement was an

extension of the efforts made by the International to leverage US producers to work under IATSE agreements in Canada and in particular in those cities where there are rival labour organizations.

The Canadian Binder Agreement was further modified in 2009 when the term package was expanded to include the BC Master Agreement, the Local 873 Term Agreement and the two Local 411 agreements covering Honeywagons and Craft service. These agreements are required to be executed by the producers along with the Canadian Binder Agreement.

### Legal Decision Database

A little over a year ago, the Canadian Office contacted IATSE locals across Canada and asked for their help in putting together a database of legal decisions issued in proceedings involving their locals. Because our members work in a unique industry we wanted to improve access to such decisions in order assist our locals and their legal representatives in the course of their interactions with all aspects of the legal system.

The legal database is intended to be a practical resource to assist locals in the course of future legal proceedings and negotiations with employers. The legal database is a summary of these decisions, which will be updated as new decisions are added to the database. Local unions can simply contact International Representative Paul Taylor at the Canadian Office for a copy of any of the listed decisions. The legal database currently includes over 190 decisions involving IATSE Canadian locals over the last ten years as well

as the more significant, landmark decisions going back to the 1980s.

### Bilingual Membership Cards

French is the official language in the province of Quebec. This impacts our locals in Quebec in many ways. For example, collective agreements must be in French to be valid and membership communication must also be in French. To better serve our French-speaking members in Quebec and to comply with the law, the International over the years has translated the International Constitution and By-Laws, the Canadian Touring Pink Contracts and also provides an abridged-French version of The Bulletin. As a result of discussions that took place with each Quebec local at the Off-Year Canadian Convention in the summer of 2008, the

International agreed to design and introduce bilingual membership cards which were used for the first time in 2009.

### CONCLUSION

In this report I present to you, the Delegates assembled at this 66th Quadrennial Convention, a synopsis of the work that has been done by the International since the last Convention.

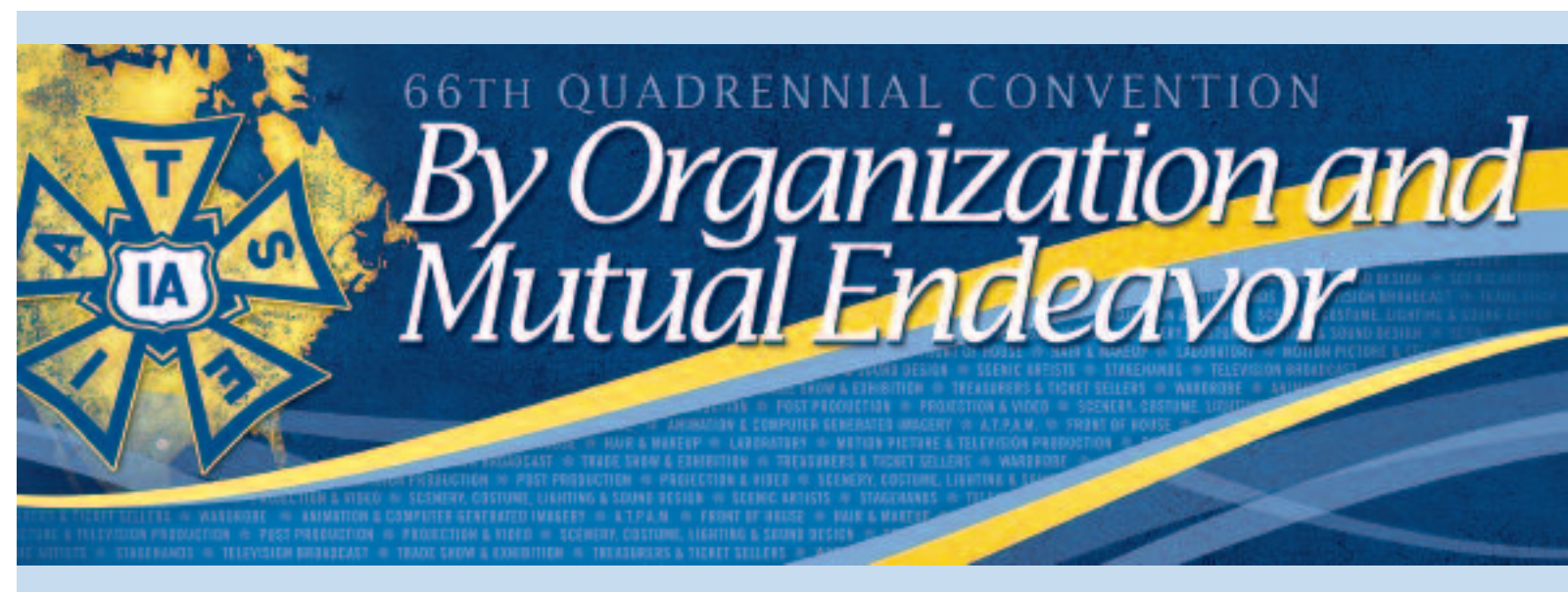
I want to pay tribute to those who came before us and constructed the foundation upon which we have built one of the largest entertainment labor organizations in the world. We have much for which to thank them.

We will continue to build upon that foundation as we move forward together in this millennium, united and with mutual respect and com-

mon goals there is no end in sight to what we can accomplish.

I close this report with my commitment to each and every one of you, to every member of this Alliance, past, current and future, my continued service to the success of the IATSE by upholding the standards and principles on which this union was founded, and to move forward by organizing, educating and communicating in this crucial mission on behalf of the members of the IATSE and their families.

The basic premise upon which this great Alliance was founded is that our members and their families are protected by working toward our common interests and using our collective strength. It is in this spirit that by organization and mutual endeavor we will succeed.



# IATSE Launches LEAP (Labor Education Assistance Program)

## IATSE Will Pay Tuition for Labor Studies Courses

As the next step in the International's ongoing commitment to Labor Education, IATSE announces the IATSE LEAP (Labor Education Assistance Program). Effective immediately, the International is offering to pay tuition for labor studies courses taken by its Local Union officers.

At the Convention, instructors from the National Labor College in Silver Spring, Maryland presented a Plenary Training Session designed to spark discussion and inspire Local leaders to seek further education to sharpen their skills in order to more effectively represent their workers. Through courses available at the National Labor College (both online degree courses and one-week Union skills courses) and other institutions across the United States and Canada, leaders of local unions have an opportunity to assess their own Local's situation, educate themselves, enable members to participate more effectively in the life of the union, and reach out and organize new workplaces.

To qualify for funding, a request with the name of the course and teaching establishment must be submitted to the International President in writing on the Local's letterhead for pre-approval (sample letter available on Web site). This pre-approval process is essential to guarantee reimbursement of educational expenses, which will be provided upon the receipt of proof of successful completion of the course. The International will pay for course tuition and for pre-approved housing expenses for short courses (such as those at the National Labor College) lasting less than one week. Not included is transportation, which will be the responsibility of the individual or the Local Union. LEAP funding is available for courses at any accredited institution with a bona fide Labor Studies program, and a list of these institutions across the United States and Canada is available on the IATSE Web site, or by calling the General office.

The following Local Officers are eligible for LEAP funding: President, Vice President, Business Agent/Representative, Treasurer, Secretary (Recording/Financial/Corresponding). A Local Officer may be reimbursed for one (1) labor studies course each calendar year.

Special training sessions are planned for each District Convention in 2010. For locals who send representatives to observe the General Executive Board meetings, short educational presentations will be available covering specific topics and problems of representing workers.

Locals of every size and level of learning are encouraged to take advantage of this new opportunity. Information regarding the IATSE LEAP is available on the International's Web site. For a list of courses offered by the National Labor College, go to [www.nlc.edu](http://www.nlc.edu).



IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
James D. Casey, Jr. April 5, 2009	1	Victor M. Vitartas May 12, 2009	33	Nicholas Laudano February 7, 2009	74	James Lulack May 25, 2009	306
Marvin Fox June 2, 2009	1	John R. Wright May 21, 2009	33	Tio Taylor February 17, 2009	76	Noel Nejera June 2, 2009	306
Edward J. Gordon, Jr. May 2, 2009	1	Anthony Burtchaell June 8, 2009	39	Ed Puntin January 4, 2009	77	Yvet Valdoquin June 26, 2009	306
Thomas P. Green May 24, 2009	1	Carl Deere April 5, 2009	44	Laura Vickery June 11, 2009	78	Jeff Winfield June 2, 2009	306
Stephen McKearnin June 11, 2009	1	Guy M. Douglass December 19, 2008	44	Jeffrey Dodd April 2, 2009	80	Jon Holohan May 24, 2009	311
Albert T. Miller, Sr. May 7, 2009	1	Floyd E. Farrington March 22, 2009	44	Morgan Lenz April 1, 2009	80	Robert Dipple March 30, 2009	322
James W. Norton April 7, 2009	1	Martin Fleetwing January 9, 2009	44	Charles Bateman January 15, 2009	87	George A. Sisco, Jr. February 18, 2009	354
Paul Ouellette April 19, 2009	1	Charles Gaspar January 15, 2009	44	Michael Johnson May 16, 2008	87	John Hoodless March 2, 2009	357
John R. Wright May 21, 2009	1	Badise Luxury April 2, 2009	44	John Loth April 29, 2009	87	Anne Menton January 1, 2009	363
Jon Holohan May 24, 2009	4	Anthony Mondell May 16, 2009	44	Ron Hutten January 1, 2009	99	Sanford Baughman June 11, 2009	387
Wilford Richardson April 3, 2009	4	Richard W. Morgan April 14, 2009	44	Anthony Rossetti June 11, 2009	110	Ronny R. Cypert June 25, 2009	395
Marc Vitucci June 17, 2009	4	Victor F. Petrotta May 11, 2009	44	Leo Russo June 11, 2009	110	Gregory Crisman February 23, 2009	476
James Murphy April 20, 2008	7	Richard W. Rose May 30, 2009	44	Carol L. Daniels June 3, 2009	115	Peter Donoghue April 1, 2009	476
Joseph Heppler, Sr. May 18, 2009	8	Donald E. Schlicher April 15, 2009	44	NJ Sandgren December 2008	134	Lawrence Gianneschi, Jr. May 7, 2009	476
John F. Otis May 15, 2009	9	Jon Seyssel April 2, 2009	44	Donald Clark April 27, 2009	169	Ralph Hall January 4, 2009	476
John J. McHugh May 19, 2009	11	Thomas G. Tollefson May 21, 2009	44	Howard J. Schuldt May 2, 2009	199	David L. Johnson May 26, 2009	476
Raymond A. Bow April 24, 2009	33	Nick Uhrig June 16, 2009	46	John P. Schrader January 3, 2009	212	Harvey T. Collins May 13, 2009	477
Normand M. Cote May 9, 2009	33	Clarence Johnson March 30, 2009	51	Art Sick May 24, 2009	212	Lynn Bernay December 10, 2008	480
Thomas E. Evans April 5, 2009	33	Chester Coleman May 4, 2009	52	David Wilson March 26, 2009	212	Fisher Howe June 30, 2009	491
Albert P. Fulgieri May 7, 2009	33	Julius Margolin August 24, 2009	52	James Mainer February 19, 2009	260	Donald Lenear June 25, 2009	491
Bennett Glaser June 12, 2009	33	Stephen A. McKearnin June 11, 2009	52	Andrew J. Johnson, Jr. June 25, 2009	284	Andrew Olson May 30, 2009	500
James L. Orthel May 22, 2009	33	Gerald Newton February 12, 2009	56	Mark Whitbread April 4, 2009	295	Marie-Chantal Crete May 3, 2009	514
Stephen C. Pieratt June 17, 2009	33	Geoffrey T. Taylor January 1, 2009	56	Henry Bernback February 28, 2008	306	David W. Dalzell June 7, 2009	600
Lloyd N. Priest May 30, 2009	33	Walter Dzialo, Jr. March 15, 2009	74	Neville Hind October 28, 2008	306	Victor J. Haboush May 24, 2009	600



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Marco A. Jardin March 25, 2009	600	Edward L. Levin June 27, 2009	683	Adrian Velasquez June 6, 2009	705	Richard A. Donnelly January 5, 2009	857
Lawrence Madison April 3, 2009	600	James L. Major June 4, 2009	683	Fay Kelly April 20, 2009	706	Peter B. Clegg May 24, 2009	868
Lee Rizor February 1, 2009	600	Evelyn L. McLarty December 24, 2008	683	Howard Smit August 1, 2009	706	Christiane Covington May 13, 2009	871
Frank E. Simon March 18, 2009	600	Theresa A. Mohammed April 19, 2009	683	Richard N. Keller, Sr. June 15, 2009	720	Winnie Rich May 10, 2009	871
Arthur Wilde April 27, 2009	600	Joseph E. Norman January 15, 2009	683	Don A. McCullough May 24, 2009	720	Cameron Gillespie June 12, 2009	891
Paul J. Davis June 1, 2009	616	Don Papadopoulos February 6, 2009	683	Cara Rae Miller April 26, 2009	720	Marit Allen November 26, 2007	892
Pamela Berry May 22, 2009	631	Richard Ryckman May 5, 2009	683	Yolanda Pujadas May 21, 2009	720	Niklas Palm October 1, 2008	892
Noel J. Mackisoc January 5, 2009	632	Geo Sammut November 19, 2008	683	Harvey Schulman May 1, 2009	728	William Kellard April 23, 2009	USA829
Scott S. Dow November 1, 2008	636	Sybil Shanahan April 29, 2009	683	James Fitzpatrick June 29, 2009	751	Lawrence Miller April 29, 2009	USA829
Al Burns August 2, 2009	665	Walter W. Snyder June 3, 2009	683	Alan Saunders June 1, 2009	753	Tharon Musser April 27, 2009	USA829
Mervyn Chang April 24, 2009	665	William D. Yaden June 13, 2009	683	George Warren April 8, 2009	762	Leslie Renfield April 8, 2009	USA829
Robert W. Johnson June 28, 2009	665	Wayne Allwine May 18, 2009	700	Frank Davis June 28, 2009	764	Leo Van Witsen May 1, 2009	USA829
Joseph C. Koshi May 11, 2009	665	Olaf A. Bolm July 31, 2009	700	Anthony L. Paquet, Jr. June 8, 2009	767	Morton Gottlieb June 25, 2009	ATPAM
Cleatus Allen January 7, 2009	683	William H. Breshears April 13, 2007	700	Richard J. Stiles December 1, 2008	800	George MacPherson June 3, 2009	ATPAM
Ruben Bernhardt April 23, 2009	683	Edmund Cotter February 16, 2009	700	John M. Durham June 2, 2009	835	Lee Solters May 18, 2009	ATPAM
Harry F. Billings January 15, 2009	683	George Grenville February 12, 2009	700	Elisabeth Cotter June 9, 2009	839	Suzanne B Strauss February 2, 2009	ATPAM
Patrick Boland May 25, 2009	683	Michael Haight May 26, 2009	700	Jaime Diaz June 20, 2009	839	Donald O. Darrough, Sr. January 1, 2009	B2
Peter Cano April 13, 2009	683	Harry Harris, Jr. March 18, 2009	700	Vincent Davis May 6, 2009	839	Joseph T. McKeon, Jr. June 11, 2008	F72
Kathryn Elkins May 6, 2009	683	Marco Meyer June 14, 2007	700	Ricardo Estrada May 1, 2009	839		
Donald D. Gentile April 19, 2009	683	Ernest V. Milano, Jr. April 13, 2009	700	Romeo Francisco 2009	839		
John George June 4, 2009	683	Robert Phillips May 1, 2009	700	Eugene Giudice March 7, 2009	839		
Marco Jardin March 25, 2009	683	Robert Post February 15, 2009	700	Victor Haboush May 24, 2009	839		
Michael Jordan January 10, 2009	683	Phillip Dennis April 8, 2009	705	Richard Donnelly April 7, 2009	856		
Ross Kendall December 31, 2008	683	Dorothy Rodgers April 8, 2009	705	Donald Menzies June 22, 2009	856		

## Remembering Al Burns

Brother Al Burns, an Oahu native of Hawaii, passed away on August 2, 2009.

Burns was a member of Local 665 for over 28 years and has served in several capacities as an officer as well, including president, vice president, and business agent. He was a delegate to IATSE Conventions since 1982. Brother Burns was elected an International Trustee at the 63rd Triennial Convention in Toronto, Ontario in 1998 and held that position until 2005.

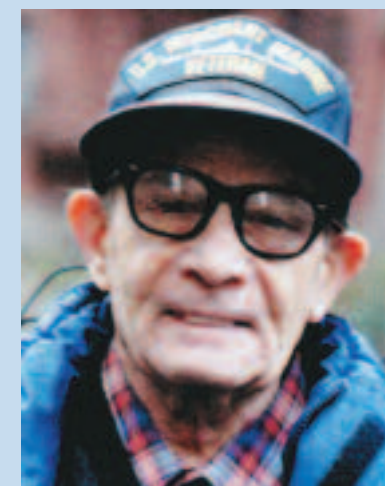
The Burns family has asked that if you wish to make a contribution in memory of Brother Burns, you may send it to the Alaka`ina Foundation whose mission is to build and promote leadership and education initiatives for the youth of Hawaii. ([www.alakainafoundation.org](http://www.alakainafoundation.org))



## REMEMBERING JULIUS MARGOLIN

The IATSE mourns the passing of Brother Julius Margolin, a true union laborist who stood proudly for his brothers and sisters in the labor movement. He was 93 years old.

Born and raised in New York City, Julius was a merchant seaman who later served in World War II. He became a member of the Congress of Industrial Organizations, and in the 1930's and 40's worked as an organizer. He was a film electrician, and joined IATSE Studio Mechanics Local 52 in 1954. In 1973 he became Local 52's delegate to the New York City Labor Council. Julius retired in 1982, but continued to thrive and serve the labor movement as an activist for the rest of his life. In 1996 he became a regular attendee of the Great Labor Arts Exchange. His vitality and spirit inspired the creation of the Julius Margolin "Youth in Labor" Scholarship fund, geared towards encouraging young people to join the



labor movement. In 1999, Julius embarked upon a new career as a recording artist, creating music and releasing CDs together with George Mann.

A longtime resident of Manhattan, Julius was a member of the New York City Labor Chorus. He enjoyed reading, writing songs, and collecting books and videos. He rarely missed an opportunity to join a picket line or attend a demonstration, participating with all of his heart. At the 66th Quadrennial Convention in Orlando this summer, President Loeb said of Brother Margolin, "I never went to any kind of labor event, any picket line, any parade, and didn't see the guy there. He's a true tribute to the Alliance." When Julius received the International President's Award, accepted on his behalf by International Vice President John Ford, the Convention delegates stood and cheered.



## Remembering Howard Smit (1911 – 2009)

Howard is remembered by many as the Business Representative for Local 706, but in the early part of his career he was a well-known and widely respected make-up artist. Howard passed away on August 1, 2009. Originally a member of Painters union Local 730, he became one of the founding members of IATSE Local 706 in 1937. He left law school in his third year to pursue his high school love of make-up artistry. In 1939 he worked on *The Wizard of Oz* and *Gunga Din*. He worked with Alfred Hitchcock on *The Birds* and *Marnie*, and also worked in television on *The Mod Squad*. Howard made up many of Hol-



lywood's biggest stars including Joan Crawford, Lionel Barrymore, Ethel Barrymore, Barbara Stanwyck, John Wayne, Myrna Loy, Robert Mitchum, Roy Rogers and Dale Evans.

Howard was passionate about Local 706, and all of the members that it protected. In 1953 he organized the first Deb Star Ball, a glamorous 15 year tradition that helped to make the media aware of up-and-coming actresses. The proceeds from that event helped to establish Local 706's Welfare Committee. He served for two terms as the President of Local 706, and was a member of its Executive Board for 25 years. He was also on the Board of Trustees.

Howard's law experience proved invaluable throughout his career. In the early 1950's he was instrumental in

gaining pension, health and welfare benefits that are now part of the Basic Agreement Contract. His devotion to union causes and the brotherhood inspired the creation of the "Smitty" award. In the mid 1980's Howard, along with John Inzerella, was responsible for getting make-up artists and hair stylists screen credit written into future contracts. Howard campaigned to convince the Motion Picture Academy of Arts and Sciences that make-up artists and hair stylists should have their own award. His perseverance paid off, and the Academy recognized make-up artistry with its own award in 1981. Howard tirelessly served as a Governor in the Television Academy of Arts and Sciences. He served as a Director on the Motion Picture Industry Health and Pension Fund.

As Business Representative, Howard negotiated constantly with producers on behalf of Local 706. The 5-day work week – now taken for granted – was among his many achievements. Howard Smit was honored by every IATSE President from Walter Diehl to Thomas C. Short. He retired in 1994, becoming the first Business Representative Emeritus for Local 706. He was always there for anyone who called, to discuss contracts or just to be a friend.

### THANK YOU

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

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

#### CONTRIBUTOR

Local No. 33  
Grosvenor Capital Management

#### IN MEMORY OF

Lloyd N. Priest  
Fund Contribution

## Local Secretaries and Business Agents

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

Reference Letters:

- ADG,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/Cinetechicians
- 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, Crafts-service 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&E** Television Broadcasting Remote & Studio Employees
- TBSE** Television Broadcasting Studio Employees
- T&T** Treasurers & Ticket Sellers
- TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists
- TWU** Theatrical Wardrobe Union
- USA** United Scenic Artists

### ALABAMA

- S 078 BIRMINGHAM**–Allen Langston, P.O. Box 10251, Birmingham, 35202. (205-251-1312) (Fax: 205-458-8623) Bus. Agt.: Terry Wilkins.
- S 142 MOBILE**–Helen Megginson, P.O. Box 2492, Mobile, 36652. (251-675-1451) (Fax: 251-675-9090) Bus. Agt.: Philip Tapia.
- M 900 HUNTSVILLE**–David Hendricks, P.O. Box 12, Huntsville, 35804. (256-551-2243) (Fax: 256-551-2243) Bus. Agt.: Leah Moss.

### ALASKA

- S 918 ANCHORAGE**–Ann Reddig, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Richard Benavides.

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- S 336 PHOENIX/PRESCOTT**–Pamela Boyd, 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy.
- M 415 TUCSON**–Joanne Knoebel, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Reg E. Williams.
- SM 485 STATE OF ARIZONA**–Rose Lujan, 2714 West Magee Road, Tucson, 85742. (520-743-8407) (Fax: 520-743-8407) Bus. Agts.: (North) William J. Randall; (South) Roy Zarow.
- TBSE 748 STATE OF ARIZONA**–David Warner, P.O. Box 1191, Phoenix, 85001. Bus. Agt.: Greg Thomas.
- TWU 875 PHOENIX**–Kay Harmon, 11328 E. Renfield Avenue, Mesa, 85212. (480-380-3933) (Fax: 480-813-9964). Bus. Agt.: Sandy Allen (480-298-2216) (Fax: 480-380-9403).

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- M 204 LITTLE ROCK**–Nikki M. Kelly, P.O. Box 848, Mabelvale, 72103 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

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- S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA**–Jane E. Leslie, 1720 W. Magnolia Boulevard, Burbank, 91506-1871. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Paul Paolasso; (Legit) James M. Wright.
- APC 044 HOLLYWOOD**–Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-1739) Bus. Agt.: Edmond Brown.
- S 050 SACRAMENTO/CHICO/STOCKTON/ MARYSVILLE**–Betsy Martin, 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-2263) Bus. Agt.: John Kelly.
- MPSG/CS 080 HOLLYWOOD**–Rick Schunke, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.
- S 107 ALAMEDA COUNTY/OAKLAND/ BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND**–Marc Campisi, 8130 Baldwin Street, #124, Oakland, 94653. (510-351-1858) (Fax: 510-430-9830) Bus. Agt.: Mark Thompson.
- TBSE 119 SAN FRANCISCO BAY AREA**–Daniel Nicholson, P.O. Box 911, San Carlos, 94070. (510-206-7987) Bus. Agt.: Daniel Nicholson.
- S 122 SAN DIEGO**–Kate Barry, 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Carlos Cota.
- M 134 SAN JOSE/SANTA CLARA**–Elizabeth Overstreet, P.O. Box 28585-Parkmoor, San Jose, 95159-8585. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather.
- O 150 LOS ANGELES/SAN BERNARDINO/ RIVERSIDE/POMONA/REDLANDS/LONG BEACH-RICARDO COSTA**, P.O. Box 92548, Pasadena, 91109-2548 (626-398-3456) (Fax: 626-398-3456) Bus. Agt.: Leonard Del Real.
- S 158 FRESNO/MODESTO/STOCKTON**–Scott Ellis, P.O. Box 5274, Fresno, 93755. (559-224-3151) Bus. Agt.: Eddie Williams (559-432-3277).
- O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/MARIN COUNTY**–Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.
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**District No. 10 (New York, New Jersey)**—John K. Hill, 171 East Side Drive, Ballston Lake, New York 12019 (518-399-2085) (Fax: 518-384-1817). E-mail: [IATSED10@aol.com](mailto:IATSED10@aol.com).

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

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# Support the IATSE-PAC

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The amount contributed, or the decision not to contribute, will not be the basis for the IATSE or any of its locals to benefit or disadvantage the member or his/her family. You have the right to refuse to contribute without any reprisal.