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# LATSE OFFICIAL Bulletin

FIRST QUARTER, 2010

NUMBER 627

## AUSTIN, TEXAS

HOME OF THE  
MID-WINTER  
GENERAL EXECUTIVE  
BOARD MEETING



The Texas Capitol Building in Austin



# IATSE OFFICIAL Bulletin

FIRST QUARTER, 2010

NUMBER 627

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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.



To purchase a print of the 66th Quadrennial Convention Photo, 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.

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

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## Change is Constant – Organizing and Training are Key

**W**hen we look back at the convention proceedings of this Alliance, time and time again we are reminded of the changes in technology affecting our industry, our crafts and our membership. We read about the days when guest speakers of the convention included representatives of some of our employers who shed some light on technological advances being made by their companies.

In 1986 a demonstration was presented to the convention delegates of the GE 50-55 Projector that established the need to have personnel trained in its operation and maintenance. The proceedings also jog our memories to the days when the automation of lighting, sound, and rigging, and when laser operators, pyrotechnics and other specialty effects were no longer rarities. Finally, the convention records take us back to the inception of videotape production, something that is now becoming a thing of the past, in many cases obsolete with the advent of digital medium.

In reading those convention proceedings it is evident that our local unions were encouraged over and over again by my predecessors to get their members engaged in training and education of the new technology so that their employment remained secure and the jurisdiction of the Alliance protected.

Advances continue to be made in the world of technology such as digital processors and the latest 3D technology. IATSE employers are utilizing new computers and programs that enhance product and continue to evolve, sometimes within months. We also have local unions working with colleges and studios, such as in Canada where government grants have been obtained to create a research centre that will study the advancement and affects of the new digital world on the motion pictures and the gaming industries and more, as well as new animated pre-visual story boarding. Partnerships with colleges will not just train our members on the latest equipment, but will also support research in new advancements in digital technology so our members should know what is coming down the road even before the producers know what it is they need or want. This proactive

*Continued on page 10*

## Information Is Available To Assist Officers

**F**or many local unions, the first quarter is a time in which newly elected officers begin their duties. In many cases these officers begin their terms with mentoring from previous officers, but in some instances, information as it relates to the relationship between a local union and the International is not adequately passed on.

For those of you in the latter situation, the following is a list of publications available from the General Office that you may find helpful in the performance of your duties:

### INTERNATIONAL CONSTITUTION AND BYLAWS

Delegates to International Conventions approve changes to this document and therefore new editions are printed every four years. The present 66th edition was adopted July 31, 2009 and is light blue in color. International Constitutions and Bylaws are available to local unions at a cost of \$2.50 per copy.

### SAMPLE CONSTITUTION AND BYLAWS FOR LOCAL UNIONS

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

### LOCAL UNION SECRETARY AND TREASURER HANDBOOK

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

### ADVICE TO MEMBERS OF TRIAL BOARDS OF LOCAL UNIONS IN THE CONDUCT OF TRIALS

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

### WELCOME TO THE I.A.T.S.E. PAMPHLET

This pamphlet contains a brief history of the IA, a description of our structure and benefits as well as a message from President Loeb. The pamphlet is designed to allow our local unions to place their contact information on the pamphlet and is available in English, Spanish and French. Local unions may receive up to fifty copies at no charge and thereafter the cost is \$0.30 per pamphlet.

If you are a local union officer interested in receiving any of the above-mentioned publications please contact the General Office.

### OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at Sheraton Philadelphia City Center Hotel, 17th & Race Streets, Philadelphia, Pennsylvania 19103 at 10:00 a.m. on Monday, August 2, 2010, and will remain in session through and including Friday, August 6, 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 Philadelphia City Center Hotel by calling 1-800-325-3535 or 215-448-2000. Guest room rate for the IATSE is \$189.00, 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: July 1, 2010

The Stage Caucus will be held at the Sheraton Philadelphia City Center on Sunday, August 1, 2010, 9:00 a.m., in the Philadelphia Ballroom South. Representatives of Stage, Wardrobe and Mixed locals are welcome.

There will be an Education Seminar on Wednesday, August 4, 2010 from 2:00 p.m. – 5:00 p.m. More information will be forthcoming.

### 2010 SUPPLIES

Those local unions that were in compliance with their financial and reporting obligations with the International were sent their 2010 membership cards and supplies at the end of November.

If your local union has still not received their supplies for 2010, you are advised that at this late date the 4th Quarter Report for 2009 must be submitted and the per capita stamps for all of 2009 as well as the 1st Quarter of 2010 must be purchased before your supplies can be sent.

### PERSONAL CHECKS

In order that the processing of membership applications is not delayed, local unions are reminded that all processing fees and back per capita payments forwarded to the International must be drawn on a local union bank account and made payable to "I.A.T.S.E."

The International does not accept personal checks submitted by applicants and if these are received, they are returned to the local union which delays the processing of new applicants.





# IATSE President Loeb Addresses Vice President Biden and High Level Officials on Piracy

**W**ashington, DC – International President Matthew Loeb spoke on December 15th to a high level government panel of administration officials about the importance of protecting those employed in the motion picture, television and sound recordings industry from digital theft and counterfeiting.

The panel, led by Vice President Joe Biden, included Attorney General Eric Holder, Secretary of Homeland Security Janet Napolitano, Commerce Secretary Gary Locke, FBI Director Robert Mueller, US Secret Service Director Mark Sullivan, US Patent and Trademark Office Director David Kappos, White House Senior Advisor Valerie Jarrett, and newly appointed Intellectual Property Enforcement Coordinator Victoria Espinel. Also present were executives of several major studios, broadcast networks, record labels, and publishing houses.

President Loeb spoke on behalf of the IATSE, and other labor representatives attending, including Taylor Hackford, president of the DGA; David White, National Executive Director of SAG, and AFTRA National Executive Director Kim Roberts Hedgpeth.

President Loeb said, "In the simplest terms, illegal

Mr. Vice President and distinguished members of the Cabinet and Agencies: My name is Matthew Loeb, and I am the International President of The International Alliance of Theatrical Stage Employees, AFL-CIO, representing better than 110,000 "behind the scenes" technicians and artisans in the entertainment industry. I have been asked to provide you information on the effect that theft of intellectual property has on those in our business who work on and

create motion pictures and television shows. In so doing, I also speak on behalf of my colleagues, Taylor Hackford - President of the Director's Guild of America; Kim Roberts Hedgpeth – National Executive Director of the American Federation of Television and Radio Artists; and David White - National Executive Director of the Screen Actors Guild, who are my partners in our efforts in this fight and are here with me today. Together they represent an additional 200,000

downloading and counterfeiting of motion picture and television product is stealing. It is not always properly viewed as such, and a cultural change in the way this activity is perceived, and how it is dealt with, is crucial. Our fellow union members in the music business have already suffered the loss of income as well as funding for their health and pension benefits as a result of illegal downloading and counterfeiting of sound recordings."

He added, "The digital revolution shifted the way the product we create, through the toils of our members, is delivered. If intellectual property can be protected from the insidious threat posed by digital theft and counterfeiting, the Internet can become the vehicle for innovation, creation, ingenuity and job growth, instead of the undoing of a vital domestic industry. This is wholly dependent upon the creation and implementation of regulations, laws and programs to prevent, deter and enforce against the crime of digital theft.

The round table discussion, the first of its kind, emphasizes the Obama administration's commitment to combat piracy amid rapidly changing technology.

The complete text of President Loeb's remarks follows:

directors, actors and sound recording artists.

I would like to offer our deepest appreciation for being given the opportunity to share our views on these issues that are so critical to the economic security of our members specifically, but to all motion picture and television workers.

We embrace the notion that the Internet has the potential to foster growth and increase employment in the motion picture and television industry. But this is only true if

content is adequately protected. Compensation remains the impetus for creation and innovation in this business, a business that relies heavily on downstream revenue from exploitation of its product in secondary and export markets after initial distribution on television or in a movie theater. It is these markets that are at the greatest risk of erosion through the digital theft and distribution of motion pictures and television programming.

In the movie business employment, for most, is intermittent and those who work and create in our industry share the risk with our employers and investors. We are employed, the picture is produced, and our work ends. The Unions and Guilds have been able to bargain contracts that address these intermittent work patterns by attaching to the downstream revenue to provide income between productions, and to fund health and retirement plans. This means that each time a picture or television program is stolen, the revenue that would flow to benefit these workers is lost. But it also places tremendous pressure on the bargaining process, because the challenges to provide fair compensation to our members and adequate funding to our health and pension plans are compounded.

Worse still is the fact that unless our employers have an expectation of recouping their investment and making a profit, there is no motivation for further investment. Ingenuity, innovation and job creation are

*If intellectual property can be protected from the insidious threat posed by digital theft and counterfeiting, the Internet can become the vehicle for innovation, creation, ingenuity and job growth, instead of the undoing of a vital domestic industry.*



stifled. The conversation shifts from the tremendous prospects and opportunities for motion picture and television workers in a digital global economy, to a bleak discussion on the fate of creators, per-

formers, technicians and support personnel.

The motion picture industry employs an estimated 2.4 million workers in the U.S. They are mainly middle class, and many work for small businesses that support the industry wherever productions take place. They work for caterers, prop shops, scenery suppliers, wardrobe shops and equipment rental companies. Add to that the ancillary businesses like dry cleaners, hotels, restaurants, hardware stores, lumber yards and many others that employ workers supporting the industry.

Along with those employed directly by motion picture and television producers, the jobs these businesses create are meaningful contributors to economic viability in cities throughout the country because production takes place everywhere in the United States. More than \$41 billion is paid in wages annually (and taxed!). This provides significant economic stimulus in production centers like Detroit, Shreveport, Atlanta, Boston, Albuquerque, Chicago and others, in addition to traditional production hubs like New York and Los Angeles.

Our industry is, as I have noted, a great economic engine of our country's economy—one that we must keep strong. But we—and those who work in our business—create something else that should not be lost in this discussion. The abstract words "intellectual property" do not capture what makes us unique. For we are in the business





that is called the “magic of movies”—and that magic is the story of America and of our culture which is seen and loved by billions around the world. It is why our industry is one of the few in our country that has a competitive advantage in the global market and carries a positive trade balance.

In the simplest terms, illegal downloading and counterfeiting of motion picture and television product is stealing. It is not always properly viewed as such, and a cultural change in the way this activity is perceived, and how it is dealt with, is crucial. Our fellow union members in the music business have already suffered the loss of income as well as funding for their health and pension benefits as a result of illegal downloading and counterfeiting of sound

recordings. In this great nation, a nation of laws, we would never sit by and watch trains and ships, loaded with millions of stolen DVDs or CDs (or cars or radios or refrigerators for that matter), just carry them off to the four corners of the world. The digital revolution shifted the way the product we create, through the toils of our members, is delivered. If intellectual property can be protected from the insidious threat posed by digital theft and counterfeiting, the Internet can become the vehicle for innovation, creation, ingenuity and job growth, instead of the undoing of a vital domestic industry. This is wholly dependent upon the creation and implementation of regulations, laws and programs to prevent, deter and enforce against the crime of digital theft.

We will need greater government enforcement and we will need to clearly address the technological and legal tools we must have and currently do not. Importantly, we will need a strategic plan that brings together government and private sector efforts. Some of the work that must be done requires action by the private sector, some of it, for instance as it relates to the internet service providers, requires action by both sides, and some can only be accomplished through government action.

On behalf of those who work in the motion picture and television industry, we are appealing to you for your engagement on our behalf in this critical fight, and are extremely grateful to have been given this opportunity.

Thank you.



## Government Task Force To Confront IP Crimes

In direct response to a meeting with Vice President Biden and Obama administration Cabinet members relating to the prevention of the digital theft of motion picture product, (*see article on page 6*) Attorney General Eric Holder announced the formation of an Intellectual Property Task Force as part of a broad intellectual property (IP) enforcement initiative.

The United States Justice Department is now actively committed to confronting the growing number of domestic and international intellectual property crimes. The formation of the Task Force follows the summit meeting convened on December 15, 2009 by Vice President Biden, a long-standing champion of U.S. intellectual property rights holders. President Loeb spoke at that meeting on behalf of entertainment industry workers who create and work on product that is routinely stolen at an estimated cost to the industry of \$6 billion a year.

President Loeb stated, “It’s very encouraging that our meeting resulted in the formation of this Task Force, which will send a strong message that the federal government is behind us in our efforts to stop the

*“The rise in intellectual property crime in the United States and abroad threatens not only our public safety but also our economic wellbeing.”*

**Attorney General  
Eric Holder**

serious harm that intellectual property theft has on working families.”

Among the attendees at that December meeting along with AG

Holder and Vice President Biden were Secretary of Homeland Security Janet Napolitano, Commerce Secretary Gary Locke, FBI Director Robert Mueller, U.S. Secret Service Director Mark Sullivan, U.S. Patent and Trademark Office Director David Kappos, White House Senior Advisor Valerie Jarrett, and newly appointed Intellectual Property Enforcement Coordinator Victoria Espinel. Also present were top level representatives of AFTRA, DGA, SAG, and the MPAA, as well as executives of several major studios, broadcast networks, record labels, and publishing houses.

Discussed at that meeting was the importance of stronger enforcement and Vice President Biden supported actions to raise the priority of combating IP theft and improving coordination, including the establishment of the Task Force that has just been announced.

Attorney General Holder stated, “The rise in intellectual property crime in the United States and abroad threatens not only our public safety but also our economic wellbeing. The Department of Justice must confront this threat with a strong and

### UNION MEMBERSHIP IN CANADA

Each year, Statistics Canada publishes a review of unionization in *Perspectives on Labour and Income* just in time for Labour Day. According to the last review, of the 14.1 million employed in 2009, 4.16 million were union members. The numbers show that union membership fell slightly from 2008 – but not as much as the overall employment figures. Translation? The percentage of union workers increased slightly to 29.5% from 29.4% in the previous year.

StatsCan also found that unionized workers continue to average much higher hourly earnings than non-union workers. In 2008, full-time union workers averaged \$25.06 per hour, while non-union full-timers averaged

\$21.54. There was also good news for women, who are closer to achieving pay equity. Women in unionized, full-time jobs averaged 94% of unionized, full-time men’s salaries versus 81% for their non-union counterparts.

The IATSE continues to surpass these unionization rates with substantial gains in membership. Since 1993, Canadian membership in the IATSE has nearly tripled – from 5,500 to a current membership of over 15,000. Even with the difficult economic climate over the past couple of years, IATSE membership has steadily grown, due in no small part to the commitment of many of our locals to organizing new theatrical venues and low-budget productions.



coordinated response. This Task Force will allow us to identify and implement a multi-faceted strategy with our federal, state and international partners to effectively combat this type of crime."

Added Vice President Biden, "Theft of intellectual property does significant harm to our economy and endangers the health and safety of our citizens. This Administration is committed to stronger and stricter enforcement of intellectual property rights, and this new task force is a step in the right direction."

The Task Force, to be chaired by the Deputy Attorney General, will focus on strengthening efforts to combat intellectual property crimes through close coordination with state and local law enforcement partners as well as international counterparts. It will also monitor and coordinate overall intellectual property enforcement efforts at the Department, with an increased focus on the international aspects of IP enforcement, including the links between IP crime and international organized crime.

Building on previous efforts in the Department to target intellectual property crimes, the Task Force will also serve as an engine of policy development to address the evolving technological and legal landscape of this area of law enforcement.

As part of its mission, the Task Force will work closely with the recently established Office of the Intellectual Property Enforcement Coordinator (IPEC), housed in the Executive Office of the President and charged with drafting an Administration-wide strategic plan on intellectual property. In addition, the mission of the Task Force will also include assisting IPEC in recommending improvements to intellectual property enforcement efforts.

"Americans produce more technologies, more brands, more creative works and more innovation than any other nation on Earth," said Victoria Espinel, the U.S. intellectual property enforcement coordinator. "President Obama is committed to ensuring that the value created by American workers and enjoyed by communities

around the world is protected. The Justice Department's new task force will play a critical role in supporting the Administration's ongoing efforts to protect American intellectual property and the millions of jobs that depend on it."

The Task Force will include representatives from the offices of the Attorney General, the Deputy Attorney General, and the Associate Attorney General; the Criminal Division; the Civil Division; the Antitrust Division; the Office of Legal Policy; the Office of Justice Programs; the Attorney General's Advisory Committee; the Executive Office for U.S. Attorneys and the FBI.

As part of its broader intellectual property initiative, the Department will also step up policy engagement with foreign law enforcement partners, develop a plan to expand civil IP enforcement efforts, and leverage existing partnerships with federal agencies and independent regulatory authorities such as the Department of Homeland Security and the Federal Communications Commission.

#### President's Newsletter

*Continued from Page 4*

approach will prepare our members for the future of our industry.

We must continue to organize the workforces in all areas of our jurisdiction so that we may stay abreast of these constant changes without respect to the ever changing equipment upon which our tasks may be performed. We must provide proper training to our mem-

bers so that we maintain control of our work, traditional and otherwise.

We must continue to face the ever changing world of advancements in technology and automation. I assure you that the convention proceedings of years to come will also speak to the issue of technological changes because change is constant and we must organize and educate in order to succeed in this environment of continuing technological evolution.

## What Can You Do About Your Own Safety?

By Kent H. Jorgensen,  
Chairman,  
IATSE Craft Advancement Program



Yes, employers are responsible to provide employees with a safe workplace. There are many laws, rules, and regulations pointing out the safe way to perform most jobs. Training on how to safely perform most jobs is a requirement. There are tasks which require Personnel Protective Equipment (PPE) to reduce job risks. Exposure limits (to all kinds of things) trigger different protections or the suspension of the task at hand until it is safe. How we communicate about safety in our workplaces has requirements. All of these are requirements of employers, but we may be asked to help.

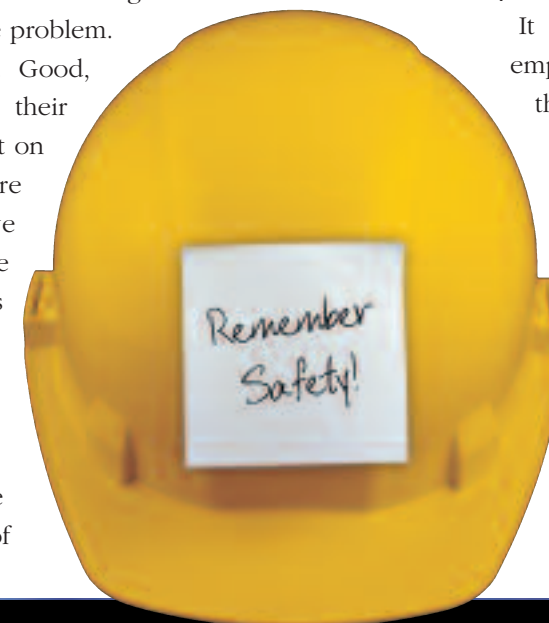
In most of the places we work, the company is concerned with safety. They may not have people in charge who are knowledgeable about our jobs to know if what is going on is safe. Employer training is designed to give us the knowledge to recognize working conditions that may be unsafe. We are the ones who often find the unsafe conditions and can alert someone about the problem. It is part of our job to communicate unsafe working conditions. We approach management and figure out the best way to take care of the problem.

Now the above sounds great. Good, benevolent employers work with their employees to ensure no one is hurt on the job. But, if all we had were good, benevolent employers we wouldn't need OSHA or unions. We know that not every employer goes out of their way to make sure workers are safe. We are not regularly sent to training sessions on how to perform our jobs. We are sometimes pressured to increase risks to get a job done because of

time or money. We have heard things like, "We use to do it this way," to get us to ignore some risk. People have been replaced because they complained about safety.

You need to be able to stand up for your own safety. You should feel free to approach your boss to solve safety problems. But, this is not always the case. If you feel that your employer would discipline or fire you for bringing up a safety issue, there are other ways to protect yourself without exposing your job. First, the law says you cannot be fired for reporting a safety hazard. The law can't protect us all the time. OSHA realizes that employers can get around this so there is supposed to be a way for you to anonymously make a report to your employer. Put a note in the suggestion box or call the safety hotline number are ways to make the report. Next, you are a member of a union. You can report a problem to your Shop Steward or Business Agent. As safety has become a bigger issue your employer may have a safety committee. Make a report to your union representative on the committee. Some locals have safety representatives or safety committees. They should have a way to contact them with a problem. You also can make a report to OSHA itself. OSHA usually does not move fast, and they may not show up at your workplace. But, complaints to OSHA are forwarded to employers and are taken very seriously.

It is hard to take a stand with an employer. As work has slowed down this gets harder. Many people don't want to rock the boat for fear that they will not have a job. But, if there is a dangerous condition in your workplace, and you and your co-workers are injured or made sick because of this condition you won't have a job either. Together we can stand and create better, safer conditions in the places we work. We have to do it.







## Toledo Local Opens World-Class Arena

Local 24 proudly announces the opening of the new Lucas County Arena in Toledo, Ohio. The Local negotiated a 3 year contract with the Arena. The membership is elated with the spirit of cooperation between SMG and Local 24 to bring Lucas County world-class events at a world-class arena. The Local wishes to thank International Vice President Timothy Magee for his invaluable assistance during contract negotiations.

Local 24 is also very excited to be part of the IATSE National Benefit Fund for the first time.



This is a photo of (from left to right) John Palsa, Union Steward, Steve Miller, General Manager for SMG at the Toledo Lucas County Arena and Toledo Seagate Center, and Robert Revells, Local 24 IATSE Business Agent.

International Cinematographers Guild Local 600 showed their support for Health Care Reform with this adornment to their building. More than 1,500 Local 600 members have signed postcards, sent emails or called their Senator regarding the need for health care reform.



## Stratford Local Celebrates 25 Years

Local 924 celebrated its 25th Anniversary on October 5th, 2009. The event took place in The Festival Theatre, the largest venue at The Stratford Shakespeare Festival. Pictured from left to right are: Cvetka Fujs, Helen Basson, Sherri Neeb (Business Agent), Gail Robertson (Treasurer), Bill Kraft (President), John Lewis (International Vice President & Director of Canadian Affairs), Margie Bruer (Pension Officer), Ina Brogan, Sharon Parker, Larry Miller (Local 357 Business Agent), Mary-Lou Mason (Vice President), Inez Khan (Secretary).



These new Local 80 members are the Grips that supported the I.A.T.S.E. in an effort to organize Larry Levinson Productions. Local 80 was successful in bringing these individuals into the Local and helping them secure jobs under a Collective Bargaining Agreement. From left to right: Ringo Enciso-Betancourt, Jesse Vallejo, Rex Kenney, Matt Thomas and Richard Brush.



On December 5th, International President Loeb attended the 15th Anniversary of Local 491. The Charter members of Local 491 are from left to right: Doug Cameron, Randy Picket, President Loeb, Bruce Grier, Jeff Loy, Ben Howe and Lester Stone. Also in attendance but not pictured were Walter Kiesling and Michael Kiesling.



Sacramento Local 50 held a luncheon on December 1, 2009, for all their 30 year and above members.

Kneeling in front row from left to right: John Cox, Mark Mauricio, Larry Stanfill, Jimmy Loveless. Standing in back row from left to right: Alan Turner, Michael Hunter, Dennis Gallagher, Tim Gallagher, Clarence Kunz, Bob Kern, Ray French, Steve Odehnal



# Labor Day Parade in Akron

The Akron/Summit County Labor Day Parade was held in Barberton, Ohio this past Labor Day. Members and Officers of Locals 48 and B-148, along with their families, joined in on the event.

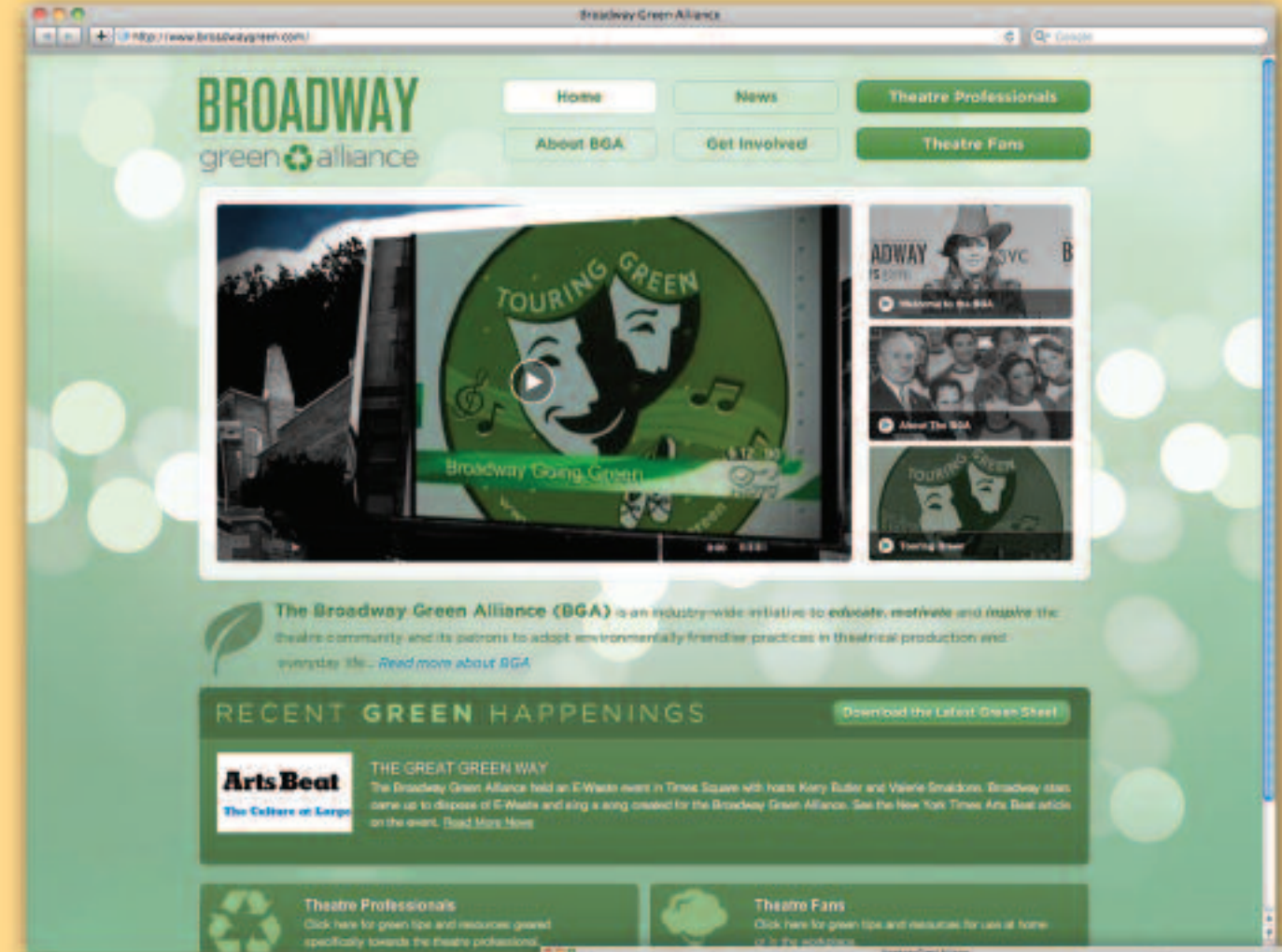


Officers of Locals 48 and B-148, along with Brother Carl Title, who played the saxophone.



In December at the holiday party of Local 121, Brother Mark Gardner, Jr., was sworn into membership. From left to right: Mark Gardner, Sr., Mark Gardner, Jr., and Robert Gardner, President of Local 121 - 3 generations of Gardners in Local 121. Robert has been President for over 20 years and has worked hard at securing work and contracts for members of Local 121.

IATSE Local 728 marched in the Martin Luther King Jr. Parade on January 18, 2010. Pictured here are members of Local 728 Malakai Simmons, Fitzhugh Banks, Karen Weilacher, Business Agent Patric Abaravich, Stephen Oham, Somsy Vejsiri, Joseph Suarez and Pascal Guillemard.



The Broadway Green Alliance (BGA) is an industry-wide initiative that educates, motivates and inspires the theater community and its patrons to adopt environmentally friendlier practices in theatre production and everyday life.

Visit the site at:  
[www.broadwaygreen.com](http://www.broadwaygreen.com)







**CALL TO ORDER**

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, January 25, 2010 in the Capitol Ballroom at the Sheraton Austin Hotel in Austin, Texas.

**ROLL CALL**

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

- MATTHEW D. LOEB, International President
- JAMES B. WOOD, General Secretary-Treasurer
- TIMOTHY F. MAGEE, First Vice President
- MICHAEL BARNES, Second Vice President
- J. WALTER CAHILL, Third Vice President
- THOMAS DAVIS, Fourth Vice President
- ANTHONY DEPAULO, Fifth Vice President and Co-Director of Stage Craft
- DAMIAN PETTI, Sixth Vice President
- BRIAN J. LAWLOR, Seventh Vice President and Co-Director of Stage Craft
- MICHAEL F. MILLER, JR., Eighth Vice President and Director of Motion Picture and Television Production
- JOHN T. BECKMAN, JR., Ninth Vice President
- DANIEL E. DITOLLA, Tenth Vice President and Director of Organizing

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

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; International Trustees C. Faye Harper, George Palazzo and Thomas Cleary; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Director of the Trade Show and Display Work Department William E. Gearns, Jr.; International Representatives Sandra England, Don Gandolini, David Garretson, Scott Harbinson, Joseph Hartnett, Greg Kasper, Mark Kiracofe, Gavin Koon, Daniel Mahoney, Peter Marley, Julia Neville, Robert A. Trombetta, Patricia A. White and Joel Youngerman; Special Representatives Ronald G. Kutak and Don Martin; Assistant to the Editor MaryAnn Kelly, and Staff members Barbara Jackson, Colleen Paul, Anne Mankos, Terri Simmons and Eileen Lehane.

Also present at various sessions of the Board meeting were representatives of Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 12, Columbus-Newark-Marysville-Delaware, OH; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark, NJ; 22, Washington, D.C.; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 33,

Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 110, Chicago, IL; 122, San Diego, CA; 153, El Paso, TX/Las Cruces, NM; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 274, Lansing-East Lansing-Jackson-Saginaw-N. Central Michigan-Traverse City-Cadillac-Alpena, MI; 298, Shreveport, LA; 306, New York, NY; 329, Scranton-Pittston, PA; 340, Nassau/Suffolk Counties of Long Island, NY; 411, Province of Ontario; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 488, Pacific Northwest; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 534, Middlesex-Mercer-Union Counties-Ocean County-Asbury Park-Long Branch, NJ; 536, Redbank-Freehold, NJ; 600, United States; 604, Corpus Christi-Harlingen-McAllen-Brownsville, TX; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 769, Chicago,

IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 824, Athens, GA; EE829, New York, NY; USA829, United States; 835, Orlando, FL; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; 18032, (ATPAM) New York, NY; and B-27, Cleveland, OH.

**HOST LOCALS**

Prior to the official opening of the Board meeting, the General Executive Board and attending members of the Official Family attended a breakfast held by Host Locals 205, 484, 600, 700 and 800 at 8:00 a.m. on Monday, January 25.

At the opening session of the Board meeting the Host Locals committee extended a warm welcome to the Official Family and thanked the Board for bringing the mid-winter meeting to the City of Austin, and extended their officers and staff to provide any assistance they could during the week.

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

**INTRODUCTIONS**

At the onset of the meeting President Loeb announced his appointment of International Representative Joseph Hartnett. Representative Hartnett is based in Pittsburgh, Pennsylvania and has served as Business Agent for Stage Local 3 for a number of years. His primary focus will be on assisting in the International's organizing efforts.

**REPORT OF THE GENERAL SECRETARY-TREASURER**

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

*International's Computer System*

During the Secretary-Treasurers Caucus that was held at the 66th Quadrennial Convention, the Online Membership Database system which is available to all local unions was one of the major items of discussion. Subsequent to the convention there

was a significant increase in the number of local unions interested in working with the new system and at the present time 122 local unions representing over 69% of the entire membership of the Alliance are now using the system to change member addresses, submit Quarterly Reports, order per capita stamps and other supplies and view/print membership rosters.

Work is continuing on a replacement Roadman Program which when completed will provide significantly improved reporting capabilities and allow for better monitoring of information within the Stagecraft Department. In addition, once this part of the project is completed another portion of the system will be launched which will allow for the immediate and automatic transfer of information directly from the Roadman Program to the yellow card portion of the International's Web site thus enabling all users of that portion of the Web site to always see the most up-to-date information.

Finally, in keeping with the environmental theme of the most recent



**Representatives of the Host Locals welcomed the Official Family to Austin, Texas.**





issue of the Official Bulletin, testing will soon commence on an email system that has been developed for the International which will allow for communication with members via email including the distribution of the Official Bulletin in electronic form to those members that sign up for that method of delivery. It is expected that this system will be complete by the mid-Summer General Executive Board meeting.

#### **Local Union 2010 Supplies**

The process of sending the 2010 supplies to our local unions began immediately after Thanksgiving. Supplies were sent to those local unions that had filed their first three Quarterly Reports for 2009 and purchased the necessary amount of per capita stamps for 2009.

As of the commencement of the General Executive Board meeting, all but 32 of our 394 local unions have complied with the reporting and per capita stamp purchase requirements and now have their 2010 supplies and membership cards.

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

The Web site continues to receive a significant amount of traffic and be a valuable tool to provide our members and local unions with timely information regarding activities of the International and encouraging calls to action by our members on a number of different issues.

A new program has also been installed that allows the electronic version of the Official Bulletin to be viewed in manner that closely replicates the actual reading of a magazine including simulated page turning.

#### **66th Quadrennial Convention Final Wrap-up**

The long process of working with our printer to prepare, print and distribute the 66th Quadrennial Convention proceedings and new International Constitution and Bylaws has finally been completed and all local unions should now have received their copies.

This convention was the largest in the history of the Alliance with 836 delegates in attendance. The average delegate airfare was slightly over \$440 and total travel expenses were just under \$365,000. Delegate per diem totaled just over \$2 million and additional convention expenses were just under \$225,000. All of the expenses were expected and adequately planned for, but the significant amount of expenditures that are required for our conventions reinforces the wisdom of the delegates at the 2001 Convention to approve a four-year interval for International Conventions.

#### **67th Quadrennial Convention Planning**

The General Executive Board has selected Boston as the site of the next International Convention. The convention hotel will be the Sheraton Boston which will host the mid-Summer General Executive Board meeting that pre-dates the convention as well as all of the caucus, District, committee meetings etc. that are associated with the convention. A room rate of \$205 per night single or double occupancy has been negotiated.

The main convention hall itself will be in the Hynes Convention Center which is adjacent to the hotel. The

General Executive Board meeting will take place the week of July 15, 2013 and the convention itself will take place the week of July 22, 2013.

The host locals for the convention will be Locals 11, 161, 182, 481, 600, 700, 753, 775, 798, 800, USA829 and B-4.

#### **Form LM-2 and Form LM-3 Update**

As was previously reported to the Board, concurrently with the expiration of his term, President Bush instructed the Federal Register to publish regulations that amended the requirements for filing Form LM-2 and LM-3 as required by the Office of Labor-Management Standards (OLMS) of the Department of Labor.

The January 21, 2009 regulations made several revisions to the current Form LM-2 and established a procedure by which the Secretary of Labor may revoke, under certain circumstances, a union's ability to file a simplified Form LM-3 annual report.

On October 13, 2009 the OLMS published in the Federal Register a final rule that rescinds those previously published regulations. Therefore, requirements and instructions for the Form LM-2 and LM-3 currently in use remain unchanged.

In other Finance Department News,

- 1) The International continues to receive royalty payments from the AFL-CIO credit card program and other Union Privilege programs as well as the Canadian Union Advantage Benefit programs. During 2009, royalty payments totaling \$191,817 were received.
- 2) The International continues to charge fees for consultation responses for INS Visas. During

2009, just over \$443,000 in fees were collected and as per an earlier General Executive Board decision, those monies were deposited in the International's Building Fund.

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

International Trustees C. Faye Harper, George Palazzo and Thomas Cleary appeared before the Board and, pursuant to the call of the International President to review the books and records of the Alliance, presented a report on the audit they conducted for the five-month period May 1 through September 30, 2009.

The Board accepted the Report of the Board of Trustees.

#### **APPEAL WILLIAM A. DOUCETTE, JR. V. LOCAL NO. 33, LOS ANGELES, CA**

Brother William Doucette, Jr. filed charges against Brother Jeffrey Jackson in connection with the 2009 Academy Awards. Brothers Doucette and Jackson are both members of Local 33. Brother Doucette alleged numerous violations of the Local 33 Bylaws, including a breach of the detrimental acts provision. He took issue with the way Brother Jackson spoke to workers, ran the production, and lead the strike. A trial was held and Brother Jackson was acquitted on all but the "detrimental acts" charge. The trial committee assessed a \$250.00 fine against Brother Jackson. The membership affirmed the decision of the trial committee but rejected the penalty. The membership fined Brother Jackson \$250.00, imposed the cost of trial, and suspended him from the call board for seven (7) days.

Brother Jackson appealed the membership decision to the International President. After reviewing the record on appeal, the International President found that Brother Jackson was a Department Head for the 2009 Academy Awards. Insofar as he was acting in that capacity, the charges against him were not cognizable. The International President did not reach the merits of the charges but dismissed them on procedural grounds. The charges were ordered rescinded and the conviction and penalty overturned and ordered expunged from Brother Jackson's record.

Brother Doucette appealed to the General Executive Board the October 29, 2009 decision of the International President dismissing the charges against Brother Jackson. He submitted additional documentation as what he deemed to be "follow-up appeal paperwork". Brother Doucette argues that President Loeb did not have the correct facts regarding this case and had they not been misrepresented, the International President would have ruled differently. He also argues

that the lower tribunal has not answered the appeal and that proper procedure has not been followed. He states that a "code of conduct" should be enforced and that members have a right and duty to regulate and police membership behavior.

The Board reviewed Brother Doucette's appeal and supporting documentation.

The information and documentation submitted by Brother Doucette on charges against Brother Jackson, for alleged violations during the 2009 Academy Awards, were not cognizable on legal and procedural grounds. As such, charges could not be brought against Brother Jackson.

The Board upheld the International President's decision. President Loeb did not vote or participate in the deliberations.

#### **LOCAL NO. 871, LOS ANGELES, CA**

Local 871 President dooner, Business Agent Missy Humphrey and Secretary Carol Kravetz appeared before the Board to describe the benevolence displayed by Sister Kravetz to help



**International Representative Dan Mahoney, International Vice Presidents Michael F. Miller, Jr. and John Lewis, and International Representative Scott Harbinson reported on the Division of Motion Picture and Television Production.**





three members of her craft in the Local who were out of work due to the impact of the production slowdown in Hollywood. Following her lead, other members of the Local volunteered to aid out-of-work members to meet their dues obligations. Soon this sense of unity led to 29 "Dues Angels" helping fellow brothers and sisters with their dues. Ultimately 45 members of the Local received assistance from their fellow members. In the same spirit, at the October membership meeting the Local voted to approve a motion for the Local to pay one quarter of dues, leaving the members only responsible for payment of per capita amounts.

In January 2010 the Local created a Spirit Award and named it the "Carol Kravetz Spirit Award", naming Sister Kravetz the first recipient of the award.

President Loeb noted that this is a case of being an exemplary union member and helping brothers and sisters in need.

The record will reflect that the General Executive Board appreciates the efforts of Sister Kravetz for taking the initiative to reach out to help her union brothers and sisters and it is noted that this sets a positive example for what it means to be a union member.

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

Local 720 President Dan'l Cook, Secretary-Treasurer Ron Poveromo, and Business Agent John Hanson appeared before the General Executive Board to advise the Body of developments occurring in Las Vegas, Nevada. Local 720 is a signatory to over seventy labor agreements. Most of the agreements have been re-negotiated since the Local's current administration took office in 2008. Local 720 has been active in organizing with more than 200 new members being admitted into the Union during the first year. The Local has actively organized in the broadcast industry, in addition to the hotels and facilities. There are sixteen agreements covering crews working in the Las Vegas strip hotels, including Broadway show agreements, and convention-tradeshows contracts.

The Local's ETCP rigging training program is in effect. In the past several months, fourteen members have been certified as riggers. The Training Trust funds contributions are provided for in the various collective bargaining agreements, and this provides the basis for the Union to implement its several training programs. Several

hundred members have attended training sessions annually.

Local 720 continues to be progressively engaged in all areas of its jurisdiction.

**NEW JERSEY LOCALS**

A consortium of New Jersey Local Unions, comprised of Locals 21, 59, 534, 632 and 536, has established a "Youth Transition to Work" Stage Apprenticeship Program ("YTTW"). Brothers Kevin O'Brien, President of Local 632, Mike Stas, President, and Stan Gutowski, Secretary-Treasurer of Local 21, Greg Honcox, President of Local 59, Craig Warner, President of Local 534, and Charles Cox, President of Local 536 appeared before the Board to report on the Program.

The genesis of YTTW, which is designed to create employment opportunities specifically for high school graduates, began when Brother Peter A. Busacca, a member of Local 59 who also serves as Hudson County Central Labor Council President and Director of the United Labor Agency of Bergen County approached Brother O'Brien with the idea of an apprenticeship grant for Local 59. It would be funded by the State of New Jersey Department of

Workforce and Development. The grant would be appropriated by the New Jersey Legislature. Outreach was to be done through the high schools among junior and senior students who desire to work in the stagecraft profession.

The process to secure the grant commenced when Christian Estevez, who at the time was the New Jersey AFL-CIO Apprentice Training Coordinator, was contracted to write the Stage Technician Apprenticeship Training Program grant application.

The United Labor Agency ("ULA") of Bergen County was selected the grantee for administration of the program. Brother Busacca was selected as the Project Director of the grant. In the meantime, the ULA secured letters of support from area legislators.

New Jersey State AFL-CIO President Charles Wowkanek and Bergen County CLC President Charles Mattson advocated the merits of our grant application. The ULA received final grant approval in December 2008, retroactive from October 1, 2008 to September 30, 2010. The full grant was valued at \$29,000.00 over a two year span.

Knowing the possibilities, sister locals were contacted in northern New Jersey, namely, Locals 21, 534, and 632 which became consortium partners and with Local 59 decided to look into a regional IATSE apprentice program. This program was brought to the attention of President Loeb and several other Board members at the 2009 Mid-Winter General Executive Board meeting in Albuquerque, New Mexico. With President Loeb's blessing, the Locals forged ahead full throttle. The IATSE Northern New Jer-



**Brother Daniel Dashman, Business Agent, and Valerie Gladstone, President, reported on matters pertaining to Make-Up Artists & Hair Stylists Local 798.**

sey Apprenticeship Training Committee was established and each current Apprentice has been given a card certified by the International.

By the summer of 2009, 124 students involving nine schools attended our presentations. Six field trips were arranged through Production Resource Group, North Bergen, New Jersey, including personal tours by their General Manager, Mike Jencsik. Sixteen students tested and five were interviewed. Today, while not a requirement in the pilot year of the grant, four were placed into the YTTW Apprenticeship Program of which two are working full-time and the remaining two should follow shortly.

At the end of the first year of the grant, all goals and objectives were met. In addition, the United States Department of Labor issued a certificate of registration to the United Labor Agency of Bergen County for their Stage Apprenticeship Program. It is believed to be the first IATSE approved Apprenticeship Program to be certified by the US Department of

Labor. We have begun our second year with 15 schools on board, involving 371 interested students as the program moves forward. It is anticipated that 10 apprentices will be placed in the workforce this year.

All four apprentices, as part of the grant, received tuition to attend Bergen Community College in September at its Paramus, New Jersey campus. The cost of the second semester, which began this week, was split three-ways between Locals 21, 59 and 632. The accredited college course in stagecraft amount to half the credits needed towards an Associates Degree from this nationally recognized junior college. The State-run University, Rutgers, has also expressed interest in the program and is investigating ways that they can contribute. In October 2009, all of the Apprentices were awarded OSHA 10 certificates after three days of training at Rutgers University.

Special recognition was extended to YTTW Program Assistant Carolyn DeWolf for all of her efforts. Local



**Representatives of the New Jersey Locals discussed the establishment of a "Youth Transition to Work" Stage Apprenticeship Program**





**Local 471 President Ron Colpaart and Assistant to the President Sean McGuire reported on the signing of a collective agreement with Capital Sports Properties Inc.**

ees (who it did not already represent) working for Hamilton Entertainment and Convention Facilities, Inc. (HECFI) which operates Copps Coliseum, Hamilton Place and the Hamilton Convention Center. The International will assist the Local in negotiating the inclusion of the wardrobe employees into the Local's existing collective agreement.

The Canadian Film and Television Production Association ("CFTPA") continues to lobby the Alberta provincial government about compelling an agreement between the CFTPA and Locals 210 and 212. As a result a meeting was held in October 2009 between officials of the Alberta Employment Ministry and Vice Presidents Lewis and Petti and representatives of Local 212. The opposition of the IATSE was explained – the pointlessness of negotiating an agreement with an entity that does not bind its members so that employer adherence is only optional, as well as the fact that the real agenda of the financially struggling CFTPA was to be able to collect (and increase) mandatory employer levies. Most importantly the message was conveyed that if producers seriously wished greater stability and predictability in budgeting, the IATSE and the Locals were always prepared to enter into binding term agreements directly with them.

As previously reported to the Board, the International had assisted Local 262 (Montreal-Operators) in organizing the employees of AMC Theatres at a multiplex facility in the old Montreal Forum, in negotiating a first collective agreement, and when those negotiations proved unsuccessful, preparing for first contract arbitra-

tion pursuant to the Quebec Labour Code. The arbitration was by final offer selection (whereby the arbitrator can only select one of the parties' final offers) and by decision dated December 14, 2009, the arbitrator had chosen the Company's position. Although disappointing, the employer had significantly increased its offer before arbitration to make it more attractive to the arbitrator, so not only was the difference between the two positions not that great at the end, but even the employer's position conferred substantial and significant improvements.

Also as previously reported, the International was dealing with the request to transfer front-of-the-house jurisdiction and bargaining rights from Local 523 (Quebec City-Stage) to Local 262. For a number of reasons the transfer was sensible and an effective service agreement had already been signed between the two Locals in April 2008 whereby Local 262 was servicing the needs of those approximately 160 FOH members in Local 523. As a result in September 2009 the International President approved the transfer. Due to the intricacies of Quebec Labour Law, the decision was being implemented by displacement certification applications by Local 262 at the end of the Local 523 collective agreements. There applications were wholeheartedly supported by the members and both Locals. So far two have been completed.

The International had assisted Local 411 (Ontario-Production Coordinators) in the renewal of its collective agreements with the CFTPA for honey wagon operators and craft ser-

vice employees. The agreement had been overwhelmingly ratified last week. Not only were significant improvements achieved consistent with the established industry pattern but the two agreements were consolidated into a single agreement which will allow for administrative efficiencies and enhance the bargaining leverage of the Local in the future.

Assistant to the President Sean McGuire had assisted Local 680 (Halifax) in renegotiating its collective agreement with the Neptune Theatre in Halifax. In view of the difficult economic times, the Local opted for a one year agreement which still achieved improvements. Although initially rejected, at a second ratification meeting, the agreement was unanimously ratified.

Local 828 (Ontario-Scenic Artists) continued its impressive organizing (as previously reported) during its relatively short history. Most recently the Local had been certified for the Shaw Festival, a major repertory theatre company in Niagara-on-the-Lake. Negotiations for a first collective agreement had proven difficult, but with the assistance of the International, had recently been successfully concluded, obtaining significant improvements and particularly eliminating wage disparities among the members. The agreement was awaiting ratification by the members.

The International assisted Local 873 (Toronto-Motion Picture Technicians) in the renewal of its term agreement with the member companies of the AMPPT. The agreement achieved the industry economic pattern as well as gaining some Local priorities. Unfortunately contempora-



**International Representative Robert Trombetta, along with International Vice President Brian J. Lawlor and West Coast Counsel James G. Varga reported on the sale of certain cinema theatre complexes owned by National Amusement, Inc. (NAI) to Rave Motion Pictures.**

neously with the conclusion of these negotiations, the Teamsters began a raiding campaign against the Local, creating a great deal of turmoil in the Local and contributing to the rejection of the agreement. When advised of the rejection of the agreement and the Local's desire to return to the bargaining table, the member companies of the AMPPT advised Local 873 that the Local had received their final and best offer so there was little point in returning to the bargaining table (and if they did, there was no guarantee that offer could necessarily be maintained in the deteriorating economic conditions). The Local then conducted a second ratification vote distributing far more information about the agreement and other industry agreements recently negotiated. A substantially greater percentage of the Union's membership voted in the second ratification vote

536 will be joining the consortium in the very near future and it is hoped that Atlantic City Locals 77 and 917 will join in these efforts as well.

The future of YTTW Joint Stage Technician Apprenticeship Program looks bright, provided that the funding is secured. It is our hope to insure this mission via three possible avenues – employer contributions, state grants, and International assistance.

Brother O'Brien personally thanked President Loeb for his support and intervention with New Jersey Governor Jon Cozine in extending Brother O'Brien's appointment to the New Jersey State Council on the Arts. Without President Loeb's intervention, his appointment surely would not have been extended.

The General Executive board and President Loeb were thanked for the opportunity to present this unique multi-local Joint Apprenticeship Program, and were asked for their continued support of this endeavor.

#### **LOCAL NO. 798, NEW YORK, NY**

Brother Daniel Dashman, Business Agent, and Valerie Gladstone, President, reported on matters per-

taining to Make-Up Artists & Hair Stylists Local 798.

Local 798 worked at the Metropolitan Opera House for the American Ballet Theatre Summer Season without a contract for over 30 years. The members worked for straight time hours only and without health and annuity contributions. The Local was successful in achieving a written agreement that calls for wage increases, overtime pay, holiday pay and health and annuity contributions.

Local 798 also successfully concluded negotiations with the Lincoln Center Theatre Company and with Disney Theatrical Productions.

#### **CANADA**

International Vice Presidents John Lewis and Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representative Julia Neville, Special Representative Rick Perotto and Canadian Counsel Bernard Fishbein reported to the Board on developments in Canada since the summer Board meeting in Orlando.

In October 2009, Local 129 (Hamilton-Stage) successfully applied for certification for wardrobe employ-





and the agreement was overwhelmingly ratified.

The International had assisted Local B-173 (Toronto-Front of House) in reaching an agreement with Compass Group North America, the North American subsidiary of one of the largest food service companies in the world. Compass had taken over the bartending services at Hamilton Place which had been previously covered by the Local's collective agreement with HECFI. The bartenders will become employees of Compass which will become bound by the HECFI collective agreement with respect to them. The HECFI collective agreement with the Local will continue for the other classifications and positions it covers.

IATSE has become increasingly more involved and visible in the government and public debates concerning the regulation of the entertainment and cultural industries, where the voice of labour had long been dominated by other guilds and unions whose interests did not always coincide with the interests of the members of the IATSE. As previously reported the IATSE had taken a lead-

ing role in various initiatives combating piracy. In the past few months IATSE has also taken a leading role in lobbying for a labour tax credit to support legitimate theatre and touring productions which has led to the introduction of a private member's bill in the Ontario legislature to this effect. Equally the IATSE has taken an active role in public hearings about the creation of a Canadian Media Fund which could have a dramatic impact on the motion picture and television industry. The need for greater political activity has become glaringly apparent and will require greater cooperation between the Locals and the International.

Progress continued on the efforts to coordinate and consolidate local efforts in providing supplementary health benefits to members in accordance with the resolutions of Districts 11 and 12 at the 2008 Canadian convention. As previously reported, an ad hoc committee had been struck by the International with representatives of various Locals. The information from the four questionnaires that the committee had distributed nationally was being analyzed. It was apparent

that there were great disparities in what the Locals were paying for the same benefits. The combined purchasing power of the Locals was in excess of \$15 million which potentially could be able to be leveraged to achieve significant efficiencies and cost savings. A second report is being prepared of various cost saving strategies used by different Locals. A final report will be prepared on how a national plan could be designed to allow Locals to maintain control over eligibility rules and the type of coverage yet take advantage of the combined purchasing of all the Locals in Canada.

The Canadian Entertainment Industry Retirement Plan (formerly the Canadian National Retirement Plan) continued to flourish since its inception in 2005. It has now grown to the point (over 13,000 enrollees with assets in excess of \$89 million) where in 2010, for the first time, the administration fees (which had been negotiated as a portion of the management fees of Great West Life so as not to impose any additional costs on the participating members) are budgeted to generate a surplus over expenses resulting in the Plan becoming self-sufficient. Surpluses will be used to repay the International which has born all of the start up costs of the Plan.

As previously reported, the IATSE (and in particular International Representative Julia Neville) had been working with the Cultural Human Resources Council of Canada to establish national safety guidelines in the film and television industry and entry level courses for set safety awareness and set etiquette. A course

has been developed and is being tested in workshops in Toronto, Regina and Halifax with a workshop planned for Montreal within the next six weeks. There has been a tremendous level of participation from the IATSE Locals in the areas of the workshops. The feedback from the workshops will lead to a final version of the course to be approved by the National Training Advisory Council on March 19th in Ottawa. Once approved, course materials will be available at no cost for Locals and schools to use. This would be the first nationally recognized training specific to the Canadian film and television industry.

The increased level of work at the Canadian Office has prompted a restructuring of the Canadian office. Krista Hurdon, the Operations Manager, will take on greater responsibilities with respect to investigating organizing possibilities, researching for lobbying efforts and representing the IATSE at various labour and industry meetings. Julie Gladston has been made a full time administrative assistant and will oversee the implementation and operation of an electronic filing system and provide additional support to the International Representatives which will enhance service to the Canadian Locals and their members.

The International President thanked the representatives for, as usual, a comprehensive report and noted this as a report of progress.

#### AMERICAN FILM INSTITUTE

International Vice Presidents J. Walter Cahill and Michael F. Miller, Jr., Assistant to the President Deborah A. Reid, International Representa-

tive Scott Harbinson, Executive Director of Cinematographers Guild Local 600 Bruce Doering and Executive Director of Editors Guild Local 700 Ron Kutak reported on the successful organizing campaign and subsequent first-time collective bargaining agreement covering the ushers and box office workers at the American Film Institute located in Silver Springs, Maryland. At this location, the projectionists have historically been covered by an IATSE collective bargaining agreement at AFI, but the front-of-the-house non-technical workers were not represented. In fact, the non-represented front-of-the-house employees were called "team members" by AFI and treated as second rate employees from other AFI employees, whether IATSE projectionists or non-union executive staff. The "team members" were paid barely over minimum wage and received no benefits because they were routinely scheduled for too few qualifying hours. After several of the "team members" approached the IATSE for representation, Vice President Cahill was assigned to help them organize. A large majority of the impacted employees signed authorization cards and a recognition petition was then filed with the NLRB. At the point when recognition was demanded, AFI began a vicious anti-union attack against the workers' campaign. Management stooped to writing scare-tactic letters to the employees in attempts to discourage their efforts to organize. In response, President Loeb directed a strategy utilizing the national resources of the IATSE to defend the rights of these employees

seeking to organize and gain union representation.

President Loeb personally wrote to each member of the AFI Board of Directors advising them that the anti-union tactics of the AFI to avoid the employees' right to organize would not stand and that the full force of the IATSE would be utilized to support these low wage workers' fight for better terms and conditions through union representation. IATSE Locals that have members involved in AFI activities carried on the fight by communicating their full support for the Silver Spring employees. Eventually AFI got the message that the fight they chose against the twenty or so employees working in Maryland was in fact a national fight against the IATSE. Ultimately the Employer's management understood they had picked the wrong fight and agreed to bargain a contract. In the end the employees are now covered by an IATSE contract that provides living wage standards and benefits including health, pension, dental and vision coverage. Terms of conditions include recognition of holidays and vacation.

It is noted that through the concerted efforts of the International and the IATSE local unions a fair contract was achieved. A loud message was carried to the Employer that the IATSE stands together to protect its own and an attack against one group is an attack against the entire IATSE.

#### AFL-CIO CONVENTION

Assistant to the President Deborah Reid reported on the AFL-CIO Convention that was held in Pittsburgh, Pennsylvania in September 2009. Delegates to the Convention were International President Matthew D. Loeb,



Local 871 Business Agent Missy Humphrey, President dooner, and Secretary Carol Kravetz made an appearance before the Board.





General Secretary-Treasurer James B. Wood, Vice Presidents J. Walter Cahill, Michael Barnes, Michael F. Miller, Jr. and John T. Beckman; In-House Counsel Samantha Dulaney and Assistant to the President Deborah Reid served as Alternates.

Also attending the Convention from various state and local central labor councils were International Representative Michael David, District 7 Secretary Andrew Oyaas, Brother Jason Rosin of Local 491, District 14 Secretary Kimberly Bowles, and Brothers Jon Hendry of Local 480, Brian Schaeffer of Local 423 and Brian Faulkner of Local 838.

At the AFL-CIO's 2005 Convention, a resolution was adopted called "A Diverse Movement Call for Diverse Leadership" and it was referred to the AFL-CIO's Civil, Women and Human Rights Committee. Before the 2009 Convention officially opened on September 13, 2009, the Committee coordinated a Diversity Summit. The Summit had a large turnout and speakers included then AFL-CIO President John Sweeney and other AFL-CIO officers as well as speakers from various affiliates, some of whom told stories about how their unions are striving for more diversity in leadership and some personal stories about how they have had to work with employers to overcome obstacles at their workplace.

As a result of the success of the 2008 elections, the AFL-CIO Political Department made a special presentation of a group of activists who were nominated by their union for their work in the political program. The AFL-CIO had asked affiliates to nominate a member whose efforts during

the 2008 elections stood out and would be considered one of its "heroes". About 50 union members were then selected by the AFL-CIO to represent his or her union as its "heroes" and Sister Kimberly Bowles of Local 631 was nominated by President Loeb and selected by the AFL.

Speakers at the Convention ranged from former Pittsburgh Steelers player Franco Harris, to Senator Arlen Specter and President Obama. Caroline Kennedy had been asked by her uncle, Senator Ted Kennedy, to speak at the convention on his behalf. She touched on the need to pass the Employee Free Choice Act ("EFCA") and health care legislation. Later in the week the Convention adopted Resolution 60, which was to pay tribute to and honor the late Senator Kennedy.

The Convention was overwhelmed with the presence of President Barack Obama and in his remarks he commented on some of the accomplishments of his administration during his first nine months in office. President Obama also spoke of the need to work towards the passage of the EFCA and health care reform.

A number of proposed resolutions were submitted to the AFL-CIO with nine of them relating to health care legislation, many of which sought a Single Payer Health Care system. In addition, the delegates at the IATSE 66th Quadrennial Convention in Orlando, Florida in July 2009 adopted a single payer resolution which was submitted intact to the AFL-CIO Convention. After thorough review in Committee, it was determined that the Convention should come out in

support of President Obama's plan and therefore many of the proposed resolutions, including that submitted by the IATSE, were subsumed and the final six and one-half page resolution - called "Health Care Reform Now" - was submitted and adopted by the Convention.

It was noted that President Loeb had released two International Representatives several months ago to work with the AFL-CIO on labor's efforts, and combined efforts with our local unions to keep the pressure on members of the House and Senate by sending massive amounts of letters seeking their vote to pass the much needed legislation. As recently as January 13, 2010, the AFL-CIO held a call-in blitz that many of our local union members and officers participated in by calling the toll free number to call their members of Congress. All of labor's efforts went a long way and during that same week the report came out about Labor's meeting with President Obama at the White House.

With regard to the Employee Free Choice Act, it was noted that there are many unions who turn out hundreds and thousands of members, release hundreds of staff, etc., but it was pointed out at the Convention that there are those of us who also participate in labor's efforts in a number of other ways. The video that was crewed by the IATSE in the Spring of last year was shown. Through President Loeb's continuing efforts, and through the ongoing relationships of both he, Vice President Cahill, (who sits as a Vice President on the Department of Professional Employees), and other officers and

representatives, the IATSE and the entertainment industry labor organizations continue to gain a greater presence and a stronger voice in the AFL-CIO.

Also adopted was Resolution 13 - Unions Veterans Council - which is a project that was established by the AFL-CIO as per an action of the Executive Council back in March 2009. Its purpose is to bring union leaders and members who are Veterans together on issues, and influence public policy to improve the quality of life for U.S. Veterans and their families. Vice President Cahill serves on a Steering Committee of the Council. In addition, Vice President Cahill gave an impassioned speech at the Convention in support of a resolution supporting the troops in Iraq and Afghanistan.

A constitutional change was also adopted whereby the Executive Council was expanded from 43 to 51 Vice Presidents. One of the new members to assume one of the added Council seats is AFTRA President Roberta Reardon. The AFL-CIO Executive Council now has four Vice Presidents representing the entertainment industry: IATSE, Screen Actors Guild, Musicians and now AFTRA.

It was noted that the Convention also adopted a resolution permitting unions that left the AFL-CIO, including those that joined Change-to-Win, to return to the AFL-CIO. UNITE-HERE so far is the only union that has acted on that resolution and was welcomed back to the AFL-CIO during the Convention. Its President, John Wilhelm, made some brief remarks expressing his appreciation to the Convention for

adopting the resolution and allowing their return.

President John Sweeney officially retired at this Convention and the delegates adopted a Resolution paying tribute to his many years of service. New Executive Officers were elected, with former Secretary-Treasurer Richard Trumka chosen to succeed Sweeney as President; Arlene Holt Baker was re-elected Executive Vice President and the new Secretary-Treasurer is Elizabeth Shuler.

President Loeb was elected to his first full-term as an AFL-CIO Vice President and member of the Executive Council.

The IATSE is not only seated on the Council but also has the respect and friendship of the AFL-CIO.

#### **AVENUE Q - NEW WORLD STAGES**

International Vice President Anthony DePaulo, International Representative Patricia White, In-House Counsel Samantha Dulaney, Brothers James J. Claffey, Jr., President of Local One, Michael Goucher, President of Local 306, Sister Miriam Pollock, Theatrical Business Agent of Local 306, Brother Bart Daudelin, Theatrical Business Agent of Local 764, and Sisters Cecilia Friedrichs and Beverly Miller of Local USA 829, reported that after a very successful run on Broadway, "Avenue Q" (which beat out "Wicked" for the 2004 Tony Award) would be closing on September 13, 2009. To everyone's surprise, on the night of the final performance the producer announced from the stage during the final bows that "Avenue Q" in fact was not going to close. It would change venues and, after a six week hiatus, would continue at an

Off-Broadway theatre called New World Stages.

New World Stages is a theatre complex on 50th Street that was formerly a movie theatre complex. Located only a few blocks from the center of the Broadway district, it contains five theatres each with a seating capacity of between 200 to 500 seats.

President Loeb and Vice President DePaulo, along with representatives from the affected Locals (One, 306, 764 and USA829) initially met with the producer, his attorney and the theatre's General Manager on September 29, 2009. Two more meetings took place with management on September 30 and October 1, 2009. Representative White, In-House Counsel Dulaney and representatives from the affected IA Locals participated in the negotiations.

The Locals were willing to be creative and flexible in order to achieve fair wages, decent benefit contributions, and boilerplate union contract language in an Off-Broadway environment. After two days of hard bargaining, and an additional week of hashing out contract language, a two-year agreement was signed between the International and "Avenue Q" on behalf of workers in all four Locals. This contract will be a model for a new trend of Broadway shows moving Off-Broadway.

President Loeb was thanked for his personal assistance in making sure the IA still represents the stage crew at "Avenue Q".

President Loeb observed that it was important for the International to get involved and the deal fits the circumstances for Off-Broadway productions.





## BROADWAY LEAGUE

### Re: Pink Contract Negotiations

International Vice Presidents Brian Lawlor and Anthony DePaulo, along with International Representative Patricia White, Special Representative Don Martin, General Counsel Dale Short and In-House Counsel Samantha Dulaney reported on the successful conclusion of negotiations for a successor collective bargaining agreement with The Broadway League covering the period of 2010-2012.

Vice President Lawlor began by thanking President Loeb for his leadership and participation during the negotiations. He observed that President Loeb skillfully lead the Committee through the bargaining process. Vice President Lawlor further noted that President Loeb was inclusive of the concerns of the bargaining committee and extremely prepared.

The negotiations for a successor collective bargaining agreement started shortly after President Loeb was elected International President in July 2008, nearly 18 months before the then existing agreement was due to expire. President Loeb stated early on that identifying League members was one of the goals for the negotiations. He was also firm that no longer would pink contracts be permitted for shows of employers who are not signatories to, and bound by The Broadway League agreement.

Discussions with The Broadway League regarding who its members are took place in March 2009 and again in September 2009, at which meeting The Broadway League provided a list of its members who would be bound by any agreement.

On November 30 and December 1, 2009, formal bargaining began. In addition to those who appeared before the Board to give this report, other members of the Bargaining Committee were Special Representative Joseph Short, and Brothers Brian Munroe of Stage Local 74 and Eugene Lozee of Wardrobe Locals 764 and 875.

The goals for the negotiations were to secure IATSE National Health Plan A Benefits; secure a Project Agreement connecting to the Pink Contract companies formed by League members to produce Broadway shows; increases in wages and benefits; and standardization of contract provisions.

The Broadway League was looking for a "Short Engagement Touring" agreement ("SET").

The parties resumed bargaining on January 6 and 7, 2010. Negotiations concluded on January 7, 2010, with the IATSE achieving its stated goals and agreeing to a SET agreement for tours that need more flexibility. The IATSE secured wage and benefit increases and for the first time obtained media language (buyouts), codified the practice regarding bonds, audit language, rights and expedited arbitration.

Vice President Lawlor reported that President Loeb, Vice President DePaulo, Representatives Garretson and White met with pink contract workers who were in New York on January 21, 2010, to explain the agreement. Workers on the road will receive copies of the Memorandum Agreement via their head carpenters. President Loeb announced the appointment of Special Representa-

tives Don Martin as a liaison to workers on the road and Brian Munroe as a liaison to workers under the pink contract in New York.

President Loeb remarked that this Agreement is one of which we can be particularly proud. He extended his appreciation to the IATSE bargaining committee for their hard work, focus and dedication.

On January 7, 2010, the Board was polled and unanimously ratified the Memorandum of Agreement.

## CGI NEGOTIATIONS

### Re: ImageMovers Digital, Secret Lab, Traveling Lab

International Vice President Michael F. Miller, Jr. and International Representative Gavin Koon reported on the negotiations at ImageMovers Digital (IMD), The Secret Lab and the Traveling Lab (TSL and TTL).

IMD utilizes motion capture technologies (MoCap) that were used in producing recent features including "Christmas Carol," "Beowulf," "The Polar Express," and "Monster House." The International is the bargaining agent and Local 839 has the representational obligation.

The Secret Lab and The Traveling Lab (TSL/TTL) are companies engaged in Computer Graphics Imaging work in California under the jurisdiction of the International and represented by the Animators Guild Local 839.

The collective bargaining was separate as to each company, but the results were somewhat parallel.

There were wage increases and contribution increases commensurate with the industry standards. The timing of negotiating these contracts was crucial to ensure benefit compliance

under the rules of MPIPHP. As a result, negotiations commenced early before the contracted terms so as not to face a gap in benefit coverage. Completing the negotiations in a timely manner protected the benefit coverage for the CGI units at IMD and TSL/TTL.

## CANADIAN TEAMSTERS

International Vice President and Director of Canadian Affairs John Lewis and International Vice President Damian Petti reported on the disputes that had recently flared up again with the Teamsters in Canada.

The IATSE has long held exclusive jurisdiction for transportation throughout Canada, with the exception of British Columbia and Alberta, where the Teamsters represented drivers. The Teamsters had frequently threatened to encroach and to attempt to displace this IATSE jurisdiction.

However, this activity by the Teamsters resumed in the late Summer and Fall of 2009, most visibly in Toronto, Ontario, in the jurisdiction of Local 873 which has represented drivers throughout its more than 50 year history. In October, the Teamsters filed an Application for Certification for a "transportation" unit on a production of a television series in Toronto which was bound to a collective agreement with Local 873 including drivers. Although the application has not yet proceeded before the Ontario Labour Relations Board because of a multiplicity of legal and technical objections raised by IATSE, the producer, the CFTPA, the DGC National and DGC Ontario (all of whom had intervened in the application), IATSE had immediately filed raiding charges against the Teamsters with the Canadian Labour

Congress (the "CLC"). After letters from the International President demanding a meeting with the CLC President, a meeting was scheduled in Toronto on January 18, 2010. By Letter dated January 20th, the CLC President has requested the Teamsters to cease and desist from its raiding activities. The IATSE will aggressively pursue these CLC charges; demanding sanctions and the expulsion of the Teamsters from the CLC if necessary. Equally, Local 873 will vigorously contest the Teamster certification at the Ontario Labour Relations Board if and when it is scheduled (the production of the television series having long ago ended). By all estimations the Teamsters have little chance of success in this blatant raid attempt.

## COMCAST/NBC

General Counsel Dale W. Short and Attorney John Shepherd reported to the Board that on January 19th of this year a meeting was held at the International's office in New York between the IATSE and Comcast/NBC-Universal. The purpose of this meeting was to discuss the pending merger between Comcast and NBC-Universal.

President Loeb, General Counsel Short and Attorney John Shepherd attended on behalf of the IA. Comcast/NBC-Universal sent a high level contingency of seven people.

The pending merger is a 30+ billion dollar transaction which is currently undergoing regulatory review. This will include hearings before the Department of Justice Antitrust division, the FCC, the FTC and assorted other congressional committees. The process is highly political with intense lobbying efforts being carried out by numerous interested parties, either for or against the merger.

Up to this point, the IATSE has not taken a stance against the merger and this position is greatly appreciated by the involved companies. It was reported that the meeting was positive, reassuring and the following commitments were obtained:

- 1) All existing labor relations between the IATSE and the companies will continue to be honored post merger.
- 2) Both sides will endeavor to nurture the growth of their relationship.

Assistant Division Director Daniel Mahoney and In-House Counsel Samantha Dulaney reported on the settlement of an arbitration against Capitol Films involving the production "Nailed".





3) Relative to specific areas where there have been some difficulties, the Employer group committed to do their best to resolve outstanding current issues.

#### **GRIER MARGOLIS**

##### **Re: Phase 1 Piracy Campaign**

The General Executive Board unanimously approved the hiring of the Washington-based firm of Grier Margolis to assist with and pursue activities to combat piracy in the entertainment industry. IATSE has joined a coalition consisting of other entertainment unions and guilds, studios and the Motion Picture Association of America.

Grier Margolis was hired after an extensive search and interview process where it emerged as the unanimous preferred choice of the coalition. The project will proceed in stages, the first being the review of past research. Thereafter, a cohesive message representing our position against piracy will be developed, barriers identified, and a plan designed and implemented.

#### **EAST COAST COUNCIL**

Assistant Director Daniel Mahoney, who also serves as Chairman of the East Coast Council offered the following report on the East Coast Council and New York Production Locals.

The East Coast Council was established in 1966 but it was in the 1990s, under the direction of then-President Al DiTolla to focus on the Low Budget Production and he appointed then-IA Representative and now International President Matt Loeb to oversee this challenge. The East Coast Council is made up of the seven New

York Production Locals (52, 161, 600, 700, 764, 798 and USA829). The contracts negotiated by the Council differ from other contracts in that they have a wage-deferral built into the contracts. Deferred wages are paid when proceeds from the film reach a predetermined level.

Three settlements are worth noting:

- 1) **Perfect Age of Rock N' Roll:** The Employer paid the IATSE represented crew employed on this production an additional percentage of wages received for work performed equivalent to the percentage by which the production exceeded the budget stated in the contract. 179 crew members received payments of wages and benefits in the amount of \$190,280.80.
- 2) **Bella:** This feature was produced under an East Coast Council Agreement in July 2005. An audit of payroll records provided by the Employer after a time consuming search, made more difficult as a result of the Axium bankruptcy, indicated that the deferment totaled \$701,751.90. The parties have signed an assignment letter that provides that the East Coast Council be paid before any equity is paid to the initial investors.
- 3) **The Squid and the Whale:** The deferment owed to this crew was calculated to be 2½ times the amount estimated by production. Because of the deferment language in the contract, the IA reached an agreement that called for an additional payment of \$446,422.00 out of 50% of any

net profits received by the company. In December 2009, an additional \$104,313.48 was distributed to 75 members of the East Coast Council IATSE crew employed on the production on a pro rata basis.

#### **ETCP**

International Vice President Brian Lawlor reported that he and Vice President Anthony DePaulo continue to participate with the ETCP. Vice President Lawlor attended its November 2009 meeting while at the Lighting Dimension International (LDI) trade show. As of January 2010, there have been 978 certifications issued. There were 754 individuals certified through January 2009, which indicates that 234 individuals were certified in 2009. There were 266 candidates that took the examination in 2009.

As the program comes up on its three years of testing, the process will begin to have individuals recertified.

In response to requests for assistance in assessing skill sets and problem areas, a Web-based practice exam was initiated in July 2009. During the months of November and December, more than 70 people took the practice exam.

Rigging is still the most viable of the certificate programs, with a total of 978 certifications being issued of which 455 are for arena rigging and 301 are for theatre rigging. The remaining 222 certifications are for entertainment electricians. Ten individuals obtained multiple certifications in all three disciplines - electrical, arena rigging and theatre rigging.

#### **EXCEL DECORATORS, TEAM UNITED, PHONG'S VIETAMESE**

##### **Re: Organizing Efforts**

Division Director William E. Gearns, Jr. reported on the efforts of several Locals to exert pressure on three non-union contractors through the use of informational handbilling, picketing and bannering. The informational campaign is national in scope and is being led by Columbus Stage Local 12, Exhibition Employees Locals 834 in Atlanta and Local 835 in Orlando.

The targeted contractors are general service contractor Excel Decorators, based in Indianapolis; non-union labor broker Team United, based in Colby, Tennessee; and non-union labor broker Quickest Service Center, based in Atlanta, Georgia.

Besides Indianapolis, Excel has office/warehouse facilities in Columbus, Ohio; Springfield, Illinois; and Orlando, Florida. Excel uses Team United in Columbus and Phong in Orlando. One of Excel's largest shows in Columbus is the Arnold Fitness EXPO & Sports Festival. Arnold Schwarzenegger's name is on the show and he makes appearances and helps promote the show but he does not own the show. It is owned by a company based in Columbus called Classic Productions.

Orlando Local 835 has been handbilling and informational picketing Excel shows, and other non-union contractors, including Phong, for the last three years at show sites. They engaged in informational activity against two shows this month that were both at the Orlando Convention Center. One contractor used Phong's company and the

other is using a new labor broker for the area.

#### **IATSE CRAFT & SAFETY TRAINING**

International Vice President Brian J. Lawlor reported that leading into the 66th Quadrennial Convention last year, external discussions were occurring regarding the creation of creating an IA-wide safety and training program, establishing a best practice process and bringing together our best and brightest to develop training for IATSE members.

Lighting Dimensions International (LDI) provides training at their tradeshow, as does USITT and InfoComm. This training, however, is available to everyone in the industry.

Vice President Lawlor went to the administrators of ESTA and USITT to see which of our members participated in their organizations. Subsequently, he researched what local unions had viable training programs we could incorporate into a national program. This research culminated in a preliminary meeting at the LDI trade show on November 21, 2009, which was lead by President Loeb. Several hours were spent framing what President Loeb, in conjunction with the attending members, thought the program should encompass the training of our members, making our journey-men members and new members safer, and teaching trade unionism and the history of the IATSE.

Upon return to the General Office, President Loeb appointed the IATSE Craft Advancement Program Committee consisting of Brothers Willie Walters of Local One, Eddie Raymond of Local 16, Jim Utterback of Local 22, Kent Jorgensen of Local

80 (as Chair), Joe Aldridge of Local 720 and Alan Rowe of Local 728.

Recognizing the need for a member of a Canadian Local to serve on the Committee, President Loeb also appointed International Representative Julia Neville to the Committee to represent Canada. President Loeb stated in his letter of appointment to International Representative Neville, "As we strive to continue to provide our membership with as much training and education as possible and as I am committed to the safety and overall education of our members, I am happy to support the creation of the IATSE's [Craft Advancement Program]." He further declared, "As our business is extremely competitive and continues to evolve, it is crucial that as we move forward we are innovative in ways to equip our membership with as many resources as we can provide."

Brother Joe Aldridge of Local 720 is the incoming President of USITT and his participation should be very helpful in the ultimate success in reaching the goals of the program.

#### **STAGECRAFT DEPARTMENT**

International Vice Presidents Anthony DePaulo, Brian Lawlor, Michael Barnes and John Lewis, and International Representatives Patricia White and Peter Marley reported on the Stagecraft Division.

Vice President DePaulo reported that NETworks currently has four shows out traveling under IA contracts, with three additional shows to go out under the IA banner in the spring of 2010. Troika has four shows traveling, three of which are under a term agreement similar to the NETworks agreement and one show





under our previous agreement. A new company called Work Light has Avenue Q under the low tier contract modeled after NETworks; Phoenix Presentations will be doing the same with The Color Purple. Disney on Ice has five ice shows and two live shows traveling throughout North America and there continues to be issues with the yellow cards not getting to the locals in a timely manner.

The Representatives have been busy assisting Locals with a variety of issues, including, but not limited to, negotiations, and administration and organizing.

It was reported that International Representative Ira Alper assisted Local B-754 in reaching deals with the Cincinnati Reds and Cincinnati Bengals and, with International Vice President Walter Cahill, helped Treasurers & Ticket Sellers Local 868 reach an agreement with the National Opera and assisted Local 788 in reaching an agreement with the Blue Cross Arena in Rochester, New York.

Also noted was that with assistance provided by Special Representative Joseph Short, Local 12 in

Columbus, Ohio, achieved a new three-year contract with the Columbus Association for the Performing Arts ("CAPA").

In addition, International Representative Joel Youngerman has been assisting Local 415 in Tucson, Arizona with contract negotiation and organizing.

International Representative Joanne Sanders helped Local 190 in Wichita, Kansas in achieving its first ever contract at the In Trust Bank Center, which is managed by SMG, and aided Local 217 in Rockford, Illinois with an extension at the Metro Center.

International Representative Don Gandolini aided New Orleans Locals 39 and 840 with contract negotiations. International Representative Mark Kiracofe monitored the Country Music Awards in Nashville, Tennessee, which has had some issues in the past, and International Representative Ben Adams assisted Savannah Local 320 with contract negotiations.

Representative Patricia White reported that Theatrical Hair and Makeup workers have sometimes not

been represented by IATSE contracts, even when working side by side with wardrobe and stage workers working through our locals. Happily, this situation is beginning to change. Thanks for this go to the local unions, along with Brothers Dan Dashman of Local 798 and Tommy Cole of Local 706. Locals are still urged to reach out to the hair and makeup workers in venues where they may still be unrepresented by IATSE contracts.

With regard to Wardrobe, Cleveland Local 883 secured a first agreement with the Q Arena that includes Health and Annuity contributions retroactive to February 1, 2009. Thanks for this contract go especially to General Counsel Dale Short, who was instrumental in making the deal, and to Local 883 Business Agent Diane Burke.

New York Wardrobe Local 764 received assistance in successfully negotiating a two-year contract with Disney Theatrical Productions. Local 764 thanked President Loeb, who personally interceded for the Local in reaching this agreement.

In addition, Wardrobe Locals 874

(Sacramento) and 799 (Philadelphia) have both finalized updated versions of their Local Constitutions, and have received assistance from the International with Union administration issues and internal organizing.

Representative White noted at the end of her report that representatives for Wardrobe Locals 705 (Los Angeles-Motion Picture Costumers), 764 (New York City), 769 (Chicago), 784 (San Francisco), Local 822 (Toronto), Local 883 (Cleveland) and Local 887 (Seattle), along with Locals CDG 892 and USA829, which represent Costume Designers, all now regularly attend the General Executive Board meetings. Their increased contact with each other, the International and locals representing other crafts is making a clear difference in their effectiveness in representing their own members and in supporting the craft within the IATSE.

President Loeb emphasized that the full participation of all Locals, from Wardrobe, Front of House and every craft was welcome and that every worker from every craft would have the strong support of the International and all of its Locals.

Vice President Barnes reported on the Global Spectrum Agreement and it is clear that the growth in wages, benefits and the amount of hours the local stagehands are working continues to increase. The Agreement expires February 28, 2010 and President Loeb has requested that those interested Locals submit proposals and invited them to send a representative, at their expense, to participate in the negotiations.

Representative Marley reported that the award show season is in full

swing. Virtually all of the term agreements have been re-signed and all seems to be going smoothly.

There was one situation with Entertainment Tonight's ("ET") interview area at the Golden Globes. ET is covered under the Green Book. Representative Marley received a call from a union set construction company asking why the set for ET was being built by a non-union shop and why was it going to be set up by non-union personnel.

After a brief investigation, it was discovered that the bid on the set was well over \$120,000.00. West Coast Studio Locals 44 and 80 were notified of the situation and we were able to get IA personnel on the setup and drag out. Local 44 is pursuing a settlement over the construction of the scenery. It should be noted that this was all possible because of increased communication between Locals 33, 44, 80, and the IA's West Coast office.

Vice President Lewis reported on the success of the Entertainment Technician Certification Program (ETCP) for rigging and electrical certifications. The IATSE Canadian Locals had been tremendous supporters of the programs and approximately three-quarters of the certificates that had been issued in Canada were to IATSE members. The International has been working with Districts 11 and 12 to sponsor a series of week-long educational courses in Testing has been completed in Vancouver, Calgary, Kitchener, London, Toronto, Halifax and in the near future in Montreal. The IATSE has also participated in lobbying the Quebec government to have the testing materials

translated into French. Vice President Lewis also reported on the great success of the most recent Global Spectrum contacts entered into for arenas (as previously reported) and, in particular, in Dawson Creek and Penticton, British Columbia.

#### USITT

Vice President Lawlor reported that this year marks the United States Institute of Theatre Technology's ("USITT") 50th Anniversary. Their conference will be held in Kansas City, Missouri on March 30 – April 3, 2010.

USITT has designated a 40x40 area in the center of their tradeshow where various stage crafts will be profiled, included Scenic Artists represented by USA829. The USITT tradeshow continues to grow in size as well as exhibitors and President Loeb reiterated his commitment to this tradeshow and our relationship with this very important constituency.

#### LIGHTING DIMENSIONS INTERNATIONAL (LDI)

The Lighting Dimension International (LDI) tradeshow was held in Orlando, Florida this year during the week of November 23-29, 2009, and the International as well as Locals One and 728 exhibited at the show. President Loeb attended and spent most of one of the tradeshow days walking the show floor, meeting with industry leaders and signatory employers, as well as spending time in the IATSE booth. Special thanks were given to the principal officers and job steward of Local 835, who took particular pride in assisting in the assembly and dismantle of the IATSE booth.



International Vice President Michael Barnes, International Representative Peter Marley, International Vice Presidents Brian Lawlor and Anthony DePaulo, International Representative Patricia White and International Vice President John Lewis reported on the Stagecraft Division.





#### INFOCOMM

Representatives of the General Office did a site survey of InfoComm last June to determine whether exhibiting at this tradeshow made sense. President Loeb has given his approval to exhibit at this show for the next two years, in Las Vegas and Orlando, to ascertain whether the more than 900 exhibitors and the 25,000 plus attendees will respond to the services that could be offered by the IATSE and its affiliated locals. Since so much of the InfoComm show involves systems integration, the hope is that the IATSE could be a valuable source of service to this growing segment of the industry.

#### ESTA

The relationship with the Entertainment Services Technology Association (ESTA) continues to mature. The leadership of ESTA made a courtesy call to the General Office this past fall to indicate that they would be pursuing a merger with Professional Lighting and Sound Association ("PLASA") before the announcement and that they had already merged with the Production Equipment Rental Association ("PERA"). One of the new initiatives of ESTA is "Behind The Scenes", the only charity dedicated exclusively to those who work in the entertainment technology industry. Started in 2005 by the ESTA Foundation, "Behind The Scenes" started making its first grants in the spring of 2006 and has awarded 50 grants so far to individuals needing financial assistance or medical cost reimbursement. Sixty percent of those grants have gone to IATSE members. Towards that end, a motion was made and seconded by the General

Executive Board to give \$2500.00 per year in support of "Behind The Scenes" and their efforts on behalf of the industry in general and IATSE members in particular.

#### BROADWAY AND THE ROAD

Vice President Lawlor gave a quick overview on the health of Broadway and the Road. Broadway hit the elusive billion-dollar mark in ticket sales for the first time in 2009, although the number was as much a bookkeeping feat as an increase in ticket prices. Broadway is still a case of the haves, as the top five grossing shows for the year, *Wicked*, *Billy Elliott*, *Lion King*, *Jersey Boys* and *West Side Story* accounted for over 30% of all ticket sales. Attendance slipped by 400,000 attendees for the year, as well as several hundred playing weeks. Some of the shows expected to make an impact on Broadway in the coming year are *American Idiot*, *Addams Family*, *Enron: The Musical*, as well as *La Cage Aux Folles*, *Lend Me A Tenor*, *Million Dollar Quartet* and *Promises, Promises*.

During League negotiations, the Employer complained about the state of the road. Only four of the League's shows can be considered blockbusters while the remaining shows struggle week to week and town to town, hovering in the 55-60% of capacity. This is one of the reasons that the SET agreement was so important to the League in negotiations, to allow these producers to be viable in the split week and one-nighter arena. The alternative for these producers was to license their shows directly to the NETworks, Troikas, Big Leagues, Phoenixes, and Work Lights of the industry.

Towards that end, the General Office is seeing the wisdom of organizing and capturing all the work that NETwork's produces or general manages. This season NETwork's put out under contract six shows, many of which they would have tried to do non-IA absent our term agreement. This year's shows include *Young Frankenstein*, *South Pacific*, *Wizard of Oz*, *Hairspray*, *Annie* and *The Drowsy Chaperone*. They are currently mounting a tour of Disney's *Beauty and the Beast* and have *Spring Awakening* and a *Blue Man Group* national tour scheduled for next season. Troika Productions has also become signatory to the term agreement, although they had always utilized IA personnel on tour for much of the last decade. This season they mounted *101 Dalmatians*, *Fiddler On The Roof*, as well as *Jesus Christ Superstar* and *Cats*. Planned for next season is a remounting of *42nd Street* as well as Andrew Lloyd Webber's *Love Changes Everything*. A new producer of non-league shows, *Work Light Productions*, became a signatory to the NETworks and Troika agreements. They manage *Avenue Q*, as well as *A Day with Frog and Toad*. The Stagecraft Department has also come to an understanding in principle with Phoenix Entertainment for their tour of *A Color Purple*, once the current production shuts down in the next several weeks.

VEE Corp and Feld, the producers of the *Disney On Ice/Disney Live* shows, continue to employ many of our members. VEE currently has four shows touring, while Feld has seven shows traveling throughout the US and Canada and the world. The

Stagecraft Department also obtained a commitment from the producers of the Broadway show *Burn The Floor* to engage pink contract employees once it starts touring again and, for the first time, issued pink contracts for a *Cirque* show, *Banana Spiel*.

#### MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, and Assistant Director Daniel M. Mahoney reported on the activities of IATSE in motion picture and television picture production. It is significant to note that the policy of extending term agreements to responsible employers is a priority. The IATSE considers an employer's track record in production and commitment to be a responsible employer as major factors in determining whether a term agreement package will be offered. There are obvious advantages to being signatory to a term deal rather than one-off agreements. Since the last General Executive Board meeting, eighteen new term agreement signatories have established a relationship with the IATSE.

In the area of Low Budget production the IATSE continues to implement the audit program. Audits may be based on specific suspicions of budget overruns or at random as a method of monitoring and enforcing the Low Budget agreement. Self-reporting is advantageous to production companies that go over budget, otherwise the penalty provisions of the contract are enforced.

State tax incentives continue to be a major factor in the location of motion picture production. The IATSE

represents crews in all areas where such incentives are offered. Organizing crews of new companies begins as soon as word arrives that a production company is engaged in a project, and International Representatives and local union representatives then commence to visit the location.

Developments in major agreements include the Basic Agreement being ratified, and the new Area Standards Agreement being approved by the General Executive Board. Both contracts are in place through 2012. The Low Budget contract negotiations were successful resulting in a new four-year agreement. The Commercial agreement expires this year and negotiations will begin before the end of the term. HBO and Showtime agreements will also be re-negotiated during this year.

In Canada there is a growing seamless relationship with many production companies that are signatory in the United States. The major contracts in the United States are related in many aspects to the Canadian contracts. The Low Budget Agreement contains a Canadian Supplement as part of the terms and conditions of the contract. Coordination of activities between United States Locals and Canadian Locals is prevalent and effective.

The struggle against Larry Levinson Productions (LLP) continues. The IATSE West Coast Office and West Coast Studio Locals continue to monitor Levinson's production activities. When LLP produces within Los Angeles he will continue to be met with IATSE picket lines. Major distribution sources for Levinson, such as Hallmark Television, will remain the sub-

ject of boycott over exhibition of Levinson produced shows.

Issues of production companies from Bollywood, India doing production in the United States continue to arise. Foreign crews are transported into the United States at substandard wages, while undercutting the standards for all workers in the motion picture industry. This phenomenon is the subject of a continuous watchful eye by the IATSE.

Organizing continues in the area of Reality Television. New Media production is developing as a significant source of product and the IATSE is enforcing its New Media contract provisions and organizing crews working on New Media projects.

#### TRADE SHOW & DISPLAY WORK DEPARTMENT

International Trustee and Local 834 Business Agent C. Faye Harper reported that Local 834 in Atlanta, Georgia negotiated a two year agreement with Shepard Expositions and Freeman Decorating which contained wage and benefit increases of 1% for the first year and 2.5 % in the second year. The agreement set the area standard for freight agreements in Atlanta.

Division Director William E. Gears, Jr. reported on the following items:

- 1) Local 69, Memphis, TN. reached an agreement with Shepard Expositions which followed the Atlanta pattern with all increases being put into wages.
- 2) Local 85, Davenport, IA. obtained a three year collective bargaining agreement with GES Exposition Services and the TERM Group with wage increases of 3% in each year.





- 3) Las Vegas Local 720 has regained some Teamster supplemental work with GES and Freeman. Approximately 200 members of Local 720 worked the Consumer's Electronics Show and there should be increasing supplemental work going forward.
- 4) Local 500, South Florida, achieved a three-year deal with Arata Expositions which provided for a 2% increase in wages and benefits for each year of the contract.
- 5) A five-year agreement was reached between Local 122, San Diego, and GES providing for a 3% wage and benefit increase for each year.
- 6) Local 891, Vancouver, executed a non-exclusive collective bargaining agreement with Derrick Exhibits which has offices in Vancouver, Edmonton and Calgary.
- 7) Regarding Local 30, Indianapolis, it was reported that the Convention Center, Conseco Fieldhouse, Lucas Oil Stadium and Victory Field may be privatized and the situation will be closely monitored.
- 8) Local 28, Portland, OR. and Local 15, Seattle, both obtained work on the Auto Show with National Convention Services.
- 9) Pertaining to Local 33, Los Angeles, while they were unsuccessful in getting GES/IBEW supplemental work, they were successful in carving out a lighting department at the Convention Center.
- 10) Local 415, Tucson, negotiated one year contracts with Freeman Decorating and Modern Display which were tied to the Phoenix Local 336 agreements with said companies.

Director Gearns also reported that he participated in an event put on by Professional Convention Management Association that focused on the goal of demystifying labor unions and the collective bargaining process.

International Representative Mark Kiracofe reported on the following items:

- 1) Local 69, Memphis, achieved a two-year agreement with Ked Tech, an exhibit and scenery builder, in northern Mississippi. The agreement provides for area standard wages and benefit contributions beginning at 1%.
- 2) Local 197, Knoxville, had a contractual dispute with the George Fern Company concerning travel pay which has been resolved.
- 3) Local 363, Reno, requested assistance regarding Don Smith's Total Crew Service and Freeman. Upon review and input from in-house counsel, it was determined that binding contracts are not in place and the Local was advised to proceed with negotiations with Total Crew.
- 4) Atmosphere Studios inked a three-year agreement with Local 838, Salt Lake City, which provides for a 3% economic package in each year of the agreement. This is a stark departure from the last negotiations with this Employer which involved a FMCS mediator as the relationship has drastically improved. This agreement serves as a template for all EAC's in the jurisdiction and there are currently 12 signatories.
- 5) In Nashville the new Music City Center is under construction and is expected to open in 2013. It is

anticipated that Gaylord Opryland will proceed with plans to add 300,000 square feet to its facility. The two projects should more than double exhibit space in Nashville.

International Representative Donald Gandolini, Jr. reported that Local 423, Albuquerque, New Mexico, was successful in negotiating a three year collective bargaining agreement with GES which for the first time recognized the Local as the exclusive majority representative. Wage and benefit increases were obtained totaling 6% over the contract term.

Regarding Local 39, it was reported that authorization cards were obtained from freight handlers who worked for Champion on a recent show, and an election petition will be filed soon. Other tradeshow work in the area will be pursued.

Representative Gandolini reported that Local 142, Mobile, AL. currently is defending an NLRB case concerning its hiring hall/referral practices. The Local system has been modified but the issue of back pay remains open as settlement negotiations continue.

President Loeb noted that the area of trade shows is a huge territory which is complicated by the presence of other interested unions. He commended the efforts of the representatives who have this responsibility in addition to their other responsibilities.

#### ORGANIZING DEPARTMENT

International Vice President Daniel E. DiTolla and International Representatives Sandra England, David Garretson and Joseph Hartnett reported on the activities of the Orga-

nizing Department since the July 2009 General Executive Board meeting in Orlando, Florida.

With regard to organizing in the Stagecraft Department, Vice President DiTolla reported that he and Representative Joel Youngerman had been assigned to assist Stage Local 153 with internal organizing and governance issues. He advised that Local 153 has adopted a lawful referral system and has signed its first collective bargaining agreements. A foundation has been established for the Local to build upon to secure more work from area employers.

Representative England gave an update on the collective bargaining negotiations at the Intiman Theatre in Seattle, a member of the League of Resident Theatres. The International is a joint bargaining agent with Locals 15, 887 and 488 in Seattle. The parties reached agreement on a five-year deal, which includes for the first time the costume shop and property person. This expanded jurisdiction was commended.

Representative England further reported on the successful organizing of the Whitebird Dance organization by Local 28 in Portland, Oregon. Local 28 Business Agent Christopher "Radar" Bateman has advised that the parties have negotiated a first contract for dance production. This was a significant gain for the Local.

Representative England also gave an account of the collective bargaining agreements with Team San Jose for Locals 784 and B-32. Local 784 has ratified the agreement. The agreement reached with Local B-32 will go before the San Jose City Council for review. Both of the contracts repre-

International Vice Presidents Michael F. Miller, Jr. and J. Walter Cahill reported on the organizing of the crew working for Dog Eat Dog Films, Inc.



sent first agreements for the respective Locals.

Finally, Representative England traveled to Alaska to assist Local 918 with its collective bargaining negotiations with the Alaska Center for the Performing Arts.

Representative Hartnett reported on the assistance that he and Representative Ira Alper are providing to Treasurers and Ticket Sellers Local 862 in Pittsburgh, Pennsylvania. He stated that nine (9) members are now being brought into membership of the Local, nearly doubling the local's membership.

With regard to Broadcast locals, Vice President DiTolla reported that newly chartered Local 745, employed by Fox Sports Net North, has ratified its Constitution and Bylaws, is holding first elections for officers, and is in the process of registering with the United States Department of Labor. He also gave a status report on collective bargaining negotiations with Trio Video and Comcast Mid-Atlantic.

It was also reported that International Representatives Steve Aredas and Gavin Koon have been busily

organizing non-union events in the Los Angeles area. They recently concluded negotiations with Prime Ticket and Fox West. Representative England reported on the successful negotiations for successor agreements with Pettigrew Crewing, Program Productions, and LDM Worldwide for the Southern California Local Unions. Specifically with respect to Local 793, the agreements with LDM and Program Productions are first contracts.

President Loeb observed the high level of activity in the Organizing Department. He noted the expansions in the Broadcast division and the successful organizing of the front of house workers in Pittsburgh, commending Representative Hartnett for his work with that unit. He recounted as a cautionary tale the presence and proliferation of labor contractors who will be either a "strength or hindrance to our progress." He noted that it is an alternative work force that we do not control and implored the locals in those areas that are plagued by such workforces to contact the International. Cooperation is the key to success in organizing these employers. Final-





**Local 751  
President Gene  
McElwain and  
General Counsel  
Dale W. Short  
reported on a  
new five-year  
contract with  
The Broadway  
League.**



meeting, Katherine Sciacchiatano from the National Labor College presented a skills workshop open to all local union representatives present on Grievance Handling and Arbitration. These workshops are also part of the International's ongoing education efforts.

It is not only Local officers who are being provided with increased educational opportunities. A training session was also held for IATSE officers and representatives during the Board meeting, and in March, International Officers and Representatives will gather at the National Labor College for three days of intensive training.

President Loeb reiterated his support for the International's educational initiative for staff and local unions. He stated that the demands of an increasingly complex economic and labor relations environment require an educated leadership. President Loeb encourages all Locals and officers to participate.

#### **IATSE NATIONAL BENEFIT FUNDS**

Appearing before the Board in their capacity as Trustees of the IATSE National Benefit Funds were General Secretary-Treasurer James B. Wood, International Vice Presidents Brian J. Lawlor, Daniel E. DiTolla, Michael F. Miller, Jr., International Representative Patricia A. White and Special Representative Ronald G. Kutak.

It was reported to the General Executive Board that Trustee Deborah Reid had resigned her position due to other commitments and President Loeb had appointed International Vice President Michael F. Miller, Jr.

and Special Representative Ron Kutak to serve as Trustees on the IATSE National Benefit Funds.

After years of substantial year over year growth in contribution levels to the Funds, 2009 total contributions to all funds were slightly less than 2008 total contributions. Given the economic environment that existed throughout all of 2009, such a reduction is not surprising, but considering that the contributions were down only slightly more than 1% is a relatively positive result.

The National Health and Welfare Plan C rates will remain unchanged through September 2010 with the exception of Plan C1. The benefit levels of this Plan are very high and the experience for the limited number of participants is very costly. This one isolated option will continue to experience steep increases in April and July 2010.

Since its introduction in July of 2009, the "one free pass" appeals provision has allowed many participants the ability to come back into health plan coverage after failing to timely remit a copayment. This less restrictive measure takes into account the fact that unforeseen events may occasionally occur and such rare occurrences should not cause the participant to automatically lose coverage.

The Funds Web site is now receiving over 40% of all Plan C CAAP co-payments via credit card which is providing efficiencies at the Funds as well as providing increased convenience for our participants.

Effective with contributions received after January 1, 2010, the Annuity Fund and its 401(k) compo-

nent Plans will permit hardship withdrawals based on approved IRS guidelines. Notices were sent to participants and local unions in December 2009.

The Trustees have recognized that the high administrative fees being charged to participants of the 401(k) plan designed for Studio Mechanic local unions is not sustainable and agreed to merge the plan into the Annuity Fund effective January 1, 2010. This change will be virtually invisible to participants with the positive exception being that there will now be only the Annuity Fund administrative fee being charged which is significantly lower.

New Summary Plan Description booklets for Health and Welfare Plans A and C as well as the Annuity Fund's newly revised and updated SPD will be distributed to participants during the first quarter of 2010.

The Trustees continue to work with our new investment advisors, Meketa Investment Group to modify the investment mix to better meet the challenges of today's economic environment.

Finally, the Trustees have approved the addition of a new section to the Web site that will better serve the needs of our local unions. A Beta version was sent to five local unions for testing and feedback and the programmers are now in the process of accommodating those suggestions and the anticipated release date of this new feature by March of 2010.

#### **IATSE ET AL V. MERYL AYDIN AND INVESTORS GROUP**

International Vice Presidents Damian Petti and John M. Lewis

reported on the conclusion of this lawsuit which had been the subject matter of previous reports to the Board. The lawsuit had been commenced on behalf of the International, Local 212 and its members against Meryl Aydin and Investors Group who had previously handled the Local's RRSP plan. When the Local began planning to join the IATSE's Canadian National Retirement Plan (now the Canadian Entertainment Industry Retirement Plan), Aydin had made insulting, derisive and defamatory comments about the International and the Local and the motives for switching to the national plan in an attempt to obstruct any transfer. The matter had now been settled and Aydin had issued a formal apology for her actions and comments and the defendants agreed to absorb some of the Union's legal costs.

#### **IATSE-PAC**

International Vice Presidents John R. Ford, J. Walter Cahill, Thom Davis, Anthony DePaulo, and Assistant to the President Deborah A. Reid reported on the IATSE-PAC.

Assistant Reid reported that the PAC raised over \$11,000.00 at the fundraiser held on Tuesday, January 26, 2010 and noted that this amount is generally raised twice a year at the General Executive Board meetings.

The PAC receives very little otherwise from the general membership. There is language in many of the IATSE contracts permitting voluntary PAC contributions by way of payroll deductions, and contributions may also be made online through the IATSE's Web site. Even though these methods are available, the IATSE-PAC receives virtually no

ly, President Loeb noted his appreciation for the efforts of the Organizing Department, observing that "it is a huge undertaking that is being carried out by very few people."

#### **LEAP (LABOR EDUCATION ASSISTANCE PROGRAM)**

International Representative Patricia White and In-House Counsel Samantha Dulaney presented a report on the Labor Education Assistance Program ("LEAP").

Following the 66th Quadrennial Convention in Orlando last summer, and the high turn-out at the National Labor College Plenary Training Session, it was obvious that Locals and local union officers were hungry for improved access to education. President Matthew D. Loeb made a strong commitment to assisting officers of IATSE Locals to get the skills they need to better represent their members.

To that end, in September 2009 the IATSE launched "LEAP". Under this program, qualified officers of local unions will be reimbursed for pre-approved tuition and housing expenses when they take labor stud-

ies classes. All types of courses are covered by the program - online courses, union skills workshops, and college degree courses. Thus far, 15 individuals from 12 Locals (spanning many IATSE crafts -- stage, studio mechanics, wardrobe, hair, ATPAM) have received approval for studies at institutions such as the National Labor College, the University of Oregon, Queens University (Ontario), Cornell University, The Labor Arbitration Institute and the University of Wisconsin. One of the instructors at Wisconsin referred to President Loeb and LEAP as "visionary".

Detailed information regarding LEAP can be found on the IATSE Web site.

President Loeb also promised at the Convention to provide training sessions at each District meeting, and planning is currently ongoing with each District Secretary and the National Labor College to hold two two-hour training sessions at each convention in 2010. Details regarding this training will be disseminated to the Locals through their Districts.

During the week of the Board





contributions from those methods of raising funds. There is a great need to get the message out to the membership that the contract language exists and convey to them the importance of these contributions.

President Loeb directed that the contract language and PAC forms be sent to all District Secretaries for distribution at District Conventions. The IATSE is also exploring the posting of more information on the International's Web site, including the contract language.

Locals and Districts may also conduct raffles and other events, and the IATSE will have a set of guidelines that will help to ensure that the proper steps are taken to comply with state and local regulations and reporting requirements.

President Loeb indicated that PAC funds are necessary so that the Union's political voice can be heard on issues which critically affect the welfare of its membership.

#### **LOCATION MANAGERS**

International Vice President Michael F. Miller, Jr. and Local 481 Business Agent Chris O'Donnell reported on organizing employees in the Locations Departments on numerous productions. In the past year, five major studios have agreed to recognize the IATSE in the New England area. These organizing activities continue in those geographic areas where this craft is not otherwise covered by a collective bargaining agreement. The new Low Budget Agreement grants jurisdiction to the IATSE for classifications in Location Departments including the Managers and Assistant Managers with provisions for inclusion of

scouts when performing the work of a Location Manager or Assistant, where the craft is not otherwise historically covered by a collective bargaining agreement.

#### **LOW BUDGET THEATRICAL AGREEMENT**

International Vice Presidents Michael F. Miller, Jr., John M. Lewis, John R. Ford, Thom Davis and Damian Petti, and Local 891 President Ken Anderson, Local 600 Executive Director Bruce Doering, Local 667 Business Agent Rick Perotto and General Counsel Dale Short reported on the negotiation of a new four-year Low Budget Theatrical Agreement. Pursuant to its strategy going into the negotiations the Union was able to gain contract language and assurances improving on quality of life issues. Among other things the contract provides a cap of fifteen hours on a production day or triple times the scale rate applies. This is an incentive to production companies to manage their production time in a manner that observes the safety of the crew. Careful to design the tiers in the Low Budget Agreement so as not to undermine IATSE majors' agreements, the parties did agree to new budget tiers. The result reflects the economic realities in the independent production world. Increases were gained in both wages and benefits, consistent with industry practices. New Media provisions were added to the agreement. Several jurisdiction issues were resolved to clarify the existing IATSE jurisdiction over base camp generator operators, location department personnel and picture car personnel. The parties agreed that the production companies remain primar-

ily responsible in the event of a payroll company bankruptcy, and the contract now provides that the no-strike provisions do not apply if a producer materially breaches the contract by failing to pay the crew wages and fails to immediately cure the breach. The new Low Budget Theatrical Agreement, including the Canadian Supplement, is a good contract, under which many IATSE members will be covered during the next four years.

#### **MICHAEL MOORE**

##### **Re: Front Street Productions**

International Vice Presidents J. Walter Cahill and Michael F. Miller, Jr. reported on the signing of Front Street Productions. This is the production company of Michael Moore. Mr. Moore was scheduled to preview his film "Capitalism: A Love Story" during a rally at the AFL-CIO Convention in Pittsburgh, Pennsylvania. The IATSE brought to the attention of the sponsors at the rally that the film was produced non-union. Michael Moore had historically produced films without using IATSE represented crews. It was time for a change and President Loeb took on the fight. Ultimately, the IATSE, along with intervention by AFL-CIO President Richard Trumka, reached an agreement with the production company making films produced by Michael Moore. Future films will be produced using IATSE crews covered by a collective bargaining agreement.

#### **MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS**

International Vice Presidents Michael F. Miller, Jr., Thom Davis and

John R. Ford, International Trustee George Palazzo, Special Representative Ronald G. Kutak, Executive Director of Local 800 Scott Roth, National Executive Director of Local 600 Bruce Doering, Local 705 Business Agent Buffy Snyder, Local 706 Business Agent Tommy Cole, Local 44 Business Agent Ed Brown, General Counsel Dale W. Short and Attorney John Shepherd reported on this matter.

Vice President Miller presented the report concerning the Motion Picture Industry Pension and Health Plans (the Plans). A dire picture was painted as a confluence of factors has continued to put inordinate financial pressure on the Plans. Revenues are declining, investment returns down and medical costs increasing. Declining sales in supplemental markets (DVD sales) along with a reduction in total hours worked have contributed to the reduction in revenue.

The Plans had a substantial reserve built up which is currently being utilized to meet short falls. President Loeb and Vice President Miller both pointed out that this option will be exhausted over the current contract term and some difficult decisions will be forthcoming. With that in mind, President Loeb indicated that he will appoint a committee to address the upcoming challenges. Also, consultants will be engaged to advise and assist with participant polling to help guide the Plans through this process. He also expressed the desire to have the membership engaged through focus groups and "town hall" meetings.

Vice President Miller also reported that Trustee George Palazzo, who serves as Labor Chairman, headed up

a search committee which found and hired David B. Wescoe as the new Executive Administrative Director for the Plans.

President Loeb commended and thanked the Plan Trustees who volunteer long hours and their dedicated commitment to make these Plans some of the most efficient and well run in the country. Both President Loeb and Vice President Miller emphasized the importance of keeping the membership apprised and involved in addressing the financial challenges that lie ahead.

#### **"NAILED" SETTLEMENT**

Assistant Division Director Daniel Mahoney and In-House Counsel Samantha Dulaney reported on the settlement of an arbitration against Capitol Films involving the production "Nailed".

By way of background, this production has been plagued with problems from the beginning. At various points during the production, work ceased due to the Company's failure to pay workers. Arbitration demands were filed against the Company for failure to remit wages and benefits pursuant to the Agreement. The parties settled the majority of the claims in December 2008, as reported at the Board meeting in Albuquerque, New Mexico.

At the time of the initial settlement in December of 2008 we knew that there would be additional claims for postproduction personal and a few other IATSE members. We continued to pursue these claims and reached an additional settlement agreement directly with Capitol Films that was signed by the parties in September of 2009. Capitol films did not

fulfill its obligations under that agreement in a timely fashion. We continued to pursue the matter and in November of 2009 placed the case back on the active docket before an Arbitrator.

Assistant Division Director Daniel Mahoney and In-House Counsel Samantha Dulaney continued to communicate with the Employer's Counsel to get the matter settled in advance of the arbitration hearing. Their efforts were successful with the employer remitting to the IATSE in December of 2009 the amount of \$54,482.18, which represented all of the outstanding wages and benefits due to the crew. The matter is now fully settled.

Both Assistant Division Director Daniel Mahoney and In-House Counsel Samantha Dulaney were indefatigable in the pursuit of this producer and it inured to the benefit of the crew.

#### **NATIONAL AMUSEMENT/RAVE MOTION PICTURES**

International Vice President Brian J. Lawlor, International Representative Robert Trombetta and West Coast Counsel James G. Varga reported on the sale of certain cinema theatres complexes owned by National Amusement, Inc. (NAI) to Rave Motion Pictures. This sale impacts projectionists represented by six IATSE Locals. The buyer, Rave Motion Pictures, announced that it would offer employment to the former NAI employees. Further, Rave agreed to adopt the collective bargaining agreement covering the theatres in the Pittsburgh area. However, as to the remaining bargaining units Rave indicated it would maintain wages as under the predecessor's





agreements, but would be looking to change the benefit structure found under those agreements. In response to notice of the sale, Local 163 requested assistance from the International which was forthcoming when President Loeb assigned International Representative Trombetta to assist the Local. Local 84 also requested assistance, and Vice President Lawlor was assigned to aide the Local. The International sent the successor employer a demand to bargain new terms and conditions, and sent a demand to the predecessor employer to bargain over the effects of the sale. The International stands ready to assist its autonomous Locals when a collective voice will better enable the local unions to represent their memberships.

#### PIRACY

International Vice Presidents J. Walter Cahill, Michael F. Miller, Jr. and John M. Lewis, and International Representatives Daniel M. Mahoney and Scott Harbinson reported to the Board on developments in the fight against piracy. "Piracy" is the theft of digital copyrighted content. Piracy of motion picture product through the Internet has grown to the point of costing the motion picture industry billions of dollars annually. This results in a direct impact on jobs of IATSE members. Piracy is in fact a jobs issue. It impacts work, wages and benefits. There is an imminent need to seek curtailment of piracy tactics and increased protection of Intellectual Property rights.

The IATSE is at the forefront in the entertainment industry's fight against piracy. President Loeb has been invited to the White House on

three different occasions to address members of the Obama Administration, including meeting with Vice President Joe Biden. President Loeb has appointed Scott Harbinson to be the IATSE's liaison on piracy issues. Brother Harbinson has attended meetings in Washington, DC and abroad working on these issues at the highest levels including meetings with representatives of the Federal Communications Commission, Department of Justice, Department of Homeland Security, and the Department of Commerce. At each instance the IATSE's position has expounded that piracy is a jobs issue, it impacts working people, in particular our members working in the motion picture industry. Representative Harbinson has also been designated as spokesperson for sister entertainment unions: DGA, SAG and AFTRA, in meetings where he spoke for all workers in the entertainment industry. All of these unions and guilds have joined in coalition with the MPAA and its member companies to lobby for greater enforcement of laws and policies to combat piracy.

The IATSE supports efforts to manage the Internet through reasonable content management in order to curb abuse through piracy of protected product. Further, the IATSE supports a systemic graduated response by ISP's to enforce reasonable content management. It is crucial that Internet Service Providers police their distribution of protected product.

As reported, it has become clear that those engaged in scams to circumvent Intellectual Property laws go so far as to finance their fraudu-

lent activities with the aid of banks and credit card companies directly encouraging consumers, often unaware of the illegalities, to purchase stolen property. Acquiring pirated downloads and paying through a credit card on line must be recognized as theft. Prohibition of such financial entanglement is critical to prevent such sales. Education of the consumer public, including teenagers and university students, that piracy is not legal and it is not a victimless crime is crucial. In fact, it is estimated that 140,000 jobs in the entertainment industry were lost as a result of piracy from theft of product. The consumer public needs to become aware of this fact.

In addition to the efforts in the United States, the IATSE is actively engaged in Canada on piracy issues. Vice President Lewis reported on efforts to seek passage of legislation criminalizing piracy. Another effort evolves around lobbying for legislation to cause forfeiture of profits derived from sale of pirated product.

The IATSE has encouraged the Obama Administration to take the lead in the international community in combating piracy across the borders. Piracy greatly impacts product produced in the United States and Canada but distributed in foreign markets. Thus, this is not just a "Hollywood" issue.

In addition to the above, it is significant that whenever possible Vice President Cahill lobbies members of Congress to increase awareness of piracy issues. Vice President Miller met with U.S. Trade Representative Kirk to discuss the impact of piracy on international trade. Assistant

Director Mahoney attended a meeting with the Secretary of Homeland Security Janet Napolitano.

The fight against piracy is a high priority for the IATSE. The struggle will continue and future reports will be forthcoming.

#### ROADIE PALOOZA

Special Representative David Garretson reported on Roadie Palooza, the fifth annual networking event for technicians in the live music industry sponsored by Karl Kuenning and "Roadie.net". The event was held at the Rutledge in Nashville, Tennessee. Sister Kat Henning of Local 720 is one of the organizers of the event and was assigned by President Loeb to assist Representative Garretson.

#### 2010 WINTER OLYMPICS – VANCOUVER, CANADA

International Vice President John Lewis, Assistant to the President Sean McGuire and International Representative Julia Neville reported to the Board on the 2010 Winter Olympics and Paralympic Games which would take place in Vancouver from February 12 to March 21, 2010.

The bidding process for work at the Olympics had been a complicated web of contractors and sub-contractors, not only insuring that the Vancouver Olympic Organizing Committee (VANOC) or the International Olympic Committee (IOC) were not the employers of any personnel, but also making it difficult to identify the ultimate employers. A serious anti-union bias had emerged during this process. Notwithstanding these challenges,

significant success had been achieved in securing employment in many events and venues with the cooperation and assistance of Local 118 and its President, Mike Phelan, and Local 891 and its officers. Representative Neville listed many of these successes. Some of these successes were due to a company already being signatory to an IATSE agreement, some were due to IATSE members being employed in key capacities and leading the companies to the IATSE and some were market driven – the need to find local qualified technicians in a short time. As the games approached and contracts were still being awarded, calls from employers seeking technical crew had increased dramatically. It was hoped that a positive experience working with IATSE at the Olympics would lead to a more permanent and future relationship with the Union.

President Loeb commended the representatives, and in particular, Representative Neville, for their substantial efforts, particularly in this difficult context.

#### UNION VETERAN'S COUNCIL

International Vice President J. Walter Cahill reported on his activities as a member of the Union Veteran's Council (UVC).

The idea for the UVC came about as a result of the 2004 Elections and the attacks on Presidential candidate Senator John Kerry regarding his military service. The AFL-CIO knew there were a large number of Veterans in the affiliated unions. And they knew that these outrageous charges against Senator Kerry were false. To combat this smear campaign, the Unions decided to get some Veterans to speak the truth to the public in general and to their fellow Veterans specifically. One was Jim Wasser, a member of the I.B.E.W., who actually served with John Kerry in Vietnam. While the results of the 2004 Presidential election did not turn out as we would have liked, it was felt that the efforts by the Veterans were successful.

Leading up to the 2009 AFL-CIO Convention, a Steering Committee was formed to get this idea off the ground. International President

International Vice President Brian Lawlor and Assistant to the President Sean McGuire reported to the Board on the recently signed and ratified an agreement between Local 906 and the Charlottetown Civic Centre.





Matthew D. Loeb assigned Vice President Cahill to participate on that Committee. The Committee developed a framework for governance, a mission statement and a tiered structure for dues. Affiliates with over 150,000 members will pay \$15,000.00; if membership is between 75,000 and 150,000, the affiliate will pay \$8,000.00; and if membership totals between 10,000 and 75,000, the affiliate will pay \$5,000.00. Any affiliates with less than 10,000 members will have an opportunity to join at a negotiated rate. After the IA makes its payment, there will be 21 affiliates that have paid the 2010 dues. "In-kind" benefits from the AFL-CIO will include staff, offices and other items such as printing and office supplies/service.

As a result of action taken at the 2009 AFL-CIO Convention, the Union Veteran's Council became an official constituent group of the AFL-CIO.

Now in its present form, the Council will not only maintain that contact from earlier campaigns, it will also attempt to paint a clearer picture about candidates and what is at stake for all Union members. The Council will expand attempts to get those returning from Iraq and Afghanistan to look to unions for a career. The Building Trades has a program called Helmets to Hardhats, which helps members of the military after they are discharged transition into the various unions in the trades.

The plan now is to hire a full-time director, someone who has extensive labor experience while giving heavy preference to Veterans.

Ultimately, the Council's goal is to be an advocate on all Veterans issues with a heavy focus on jobs.

President Loeb remarked that he attended a breakfast sponsored by the Union Veteran's Council at the 2009 AFL-CIO Convention. He stated that it is the right thing to do and the smart thing to do for labor to reach out to this very important constituency.

Upon a motion duly made and seconded, the Board unanimously approved to continue the International's annual membership dues to the Union Veteran's Council in the amount of \$5,000.00.

#### **VAN WEZEL**

International Vice President Brian Lawlor presented a report on behalf of International Representative Ben Adams who was assigned to assist Sarasota Studio Mechanics Local 412 in negotiations with Van Wezel in Sarasota, Florida. Van Wezel has been a problematic employer who was initially only willing to negotiate an agreement for a one-year term. With the involvement of a FMCS mediator, a three-year agreement was obtained with a wage re-opener after one year. The No Strike/No Lockout provisions were subject to a one-year sunset. The meal penalty was bumped from time and a half to double time but wages and benefits were frozen for the first year. This agreement has been ratified.

#### **LOCAL NO. 24, TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY, OH**

**Re: SMG Agreement**

International Vice President Tim-

othy F. Magee reported on his assignment to assist Toledo Stagehands Local 24 in their negotiations with SMG Management for a contract with the new Lucas Arena, an 8,000-seat facility that is located next to Seagate Convention Center, which is also operated by SMG. The Local does not have an agreement at Seagate.

To further complicate the negotiations, UNITE/HERE, which has a contract at Seagate, attempted to accrete jurisdiction at the Lucas Arena, which has been within the IA's traditional jurisdiction.

UNITE/HERE was successfully blocked and a three-year deal was reached with all the standard working conditions, as well as six percent (6%) health on gross (a first ever for Local 24), six percent (6%) annuity, 25% increase for high riggers and a 12% increase for down riggers. Most importantly, Local 24 will begin talks to acquire a sideletter to their new contract that will cover Seagate.

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

**Re: Shepard Exposition Services**

International Representative Donald Gandolini, along with Tradeshow and Trade Show Division Director William E. Kearns, Jr. reported on the successful organizing of freight handlers employed by Shepard Exposition Services on its shows in New Orleans, Louisiana. Representative Gandolini and Local 39 Business Agent Alan Arthur met with the workers, obtained authorization cards, and filed for an election with Region 15 of the National Labor Relations Board. The Board conducted an election on September 17,



From left to right: President of Local 205 Keith Harris, General Secretary-Treasurer Wood, Edna Maloy, James Maloy (Retired member of Local 205), President Loeb, and Business Agent of Local 205 Jon Maloy. Brother James Maloy donated a film reel to the IATSE's Archives.

2009 on behalf of the Shepard freight handlers. Those eligible voters who participated in the election voted unanimously in favor of union representation.

In late October 2009, Gandolini, Arthur, and a representative from the bargaining unit began meeting with a representative from Shepard to negotiate a first collective bargaining agreement. Negotiations are close to complete and a settlement is expected soon.

#### **LOCAL NO. 63, WINNIPEG, MB**

**Re: Keystone Entertainment Group, Ltd.**

International Vice President John M. Lewis delivered this report in the absence of International Representative Barny Haines.

Local 63, a Stage Local with over a 100-year history, represented a story of a remarkable turnaround. The Local had operated for much of its history with many "handshake" agreements culminating in the unfortunate loss of work at the MTS Centre (as previously reported to the Board) when the employer reneged on one of such verbal agreements and awarded work historically per-

formed by members of the Local to the non-union labour suppliers, NASCO. Since that time the Local had commenced multiple organizing campaigns, retained new legal counsel, and aggressively contested certification applications when necessary resulting in the securing of many actual collective agreements.

A certificate was granted to the Local for the Manitoba Theatre for Young People in January 2009 after several days of hearing before the Manitoba Labour Relations Board and a first collective agreement was ultimately concluded and ratified in November 2009.

Local 63 had previously obtained a certificate and concluded a collective agreement for the supervisory employees at the Prairie Theatre Exchange in 2000 but had backed off pursuing the other employees. With the assistance of the International, in the spring of 2009 the Union filed an application seeking the non-supervisory employees and the head painter who had been omitted from the earlier supervisory bargaining unit. In the summer the Labour Board amended the supervisory certifica-

tion to include the head painter and issued a certificate for all non-supervisory employees. Negotiations ensued and a three-year collective agreement was concluded in December 2009.

The Local had historically provided employees to the Playhouse Theatre which was managed by the Performing Arts Consortium for the City of Winnipeg. When the City indicated it might terminate the Consortium's contract, thereby depriving the Local of the work at the Playhouse, the Local contacted the International. In October 2009 the Local filed an application for certification and also served a Notice of Constitutional Question on both the provincial and federal Attorney General advising that it intended to argue that the Manitoba Board's policy of refusing to certify casual employees (which had inhibited the Local's certifying attempts in the past) violated the Canadian Charter of Rights and Freedoms. The Consortium, after many discussions with the Local has written to the Board indicating it will not oppose the certification and will voluntarily enter into a collective agreement





with the Local. Hearings, however, remain scheduled before the Board in January 2010 to deal with the Charter issue.

Also the Local had been historically providing stagehands to the Can-Ad Stadium, a 50,000-seat venue in Winnipeg, but when the Local met with Stadium representatives in early 2009 to discuss the upcoming season, they were rebuffed. Again the Local sought the assistance of the International. Discussions then commenced with the promoters of major events at the Stadium. In July 2009 a collective agreement was signed with LiveNation Canada, the promoters of an upcoming AC/DC concert at the Stadium, for production work at the Stadium.

Discussions with Keystone Entertainment, promoter of an Aerosmith concert at the Stadium, were not as successful. However, the Aerosmith concert was cancelled for unrelated reasons. Keystone Entertainment was still producing concerts elsewhere in the jurisdiction of the Local. When

Keystone brought a Tony Bennett show to the Centennial Concert Hall in Winnipeg in October, 2009, with the assistance of the International, the Local filed an application for certification. The Labour Board issued a certificate for all stagehands employed by Keystone in the Province of Manitoba on November 23, 2009 and notice to bargain for a first collective agreement has been sent.

To complete the circle, with the assistance of the International, the Local has commenced a promising organizing drive for the employees of NASCO at MTS. The Local wished to thank the International for all of its assistance and in particular, Representative Barney Haines. President Loeb complimented the Local for its efforts and, in particular, Representative Barney Haines. President Loeb said this was a good example of one of the older Locals in the Alliance realizing the need to change and adapting to successfully confront its challenges.

**LOCAL NOS. 129 AND 828,  
HAMILTON/BRANTFORD, ON  
AND PROVINCE OF ONTARIO**

**Re: Joint Organizing Efforts  
of Theatre Aquarius**

International Vice President John Lewis reported to the Board on the recent successful organizing campaign of Local 828 for scenic artists and prop makers, and Local 129 for wardrobe performed at Theatre Aquarius, the third largest regional theatre in Ontario. The campaign was noteworthy because it was the second attempt by Local 828 which had lost a representation vote by one vote a number of years ago and because it was a joint organizing campaign by the two Locals. The participation and cooperation of Local 129, which already represented stagehands, was crucial in winning over any reluctant supporters of Local 828. Certificates had been issued by the Ontario Labour Relations Board and negotiation for a collective agreement with the assistance of

the International were about to commence.

**LOCAL NO. 264, NEWPORT  
NEWS/HAMPTON/  
WILLIAMSBURG, VA**

International Representatives Scott Harbinson and Mark Kiracofe, and General Counsel Dale W. Short reported that Local 264 continues to fight the usurping of its work by a non-union company. A meeting has been arranged that includes Representatives Harbinson and Kiracofe, as well as a legal team with the City of Hampton, concerning the issues at hand.

**LOCAL NO. 442, SANTA BARBARA  
TRI-COUNTIES (SANTA  
BARBARA/VENTURA/SAN  
LUIS OBISPO COUNTIES), CA**

International Vice President Brian J. Lawlor and International Representative Peter Marley reported on recent negotiations between Local 442 and the Arlington Theatre. President Loeb assigned Representatives Peter Marley and Lyle Trachtenberg to assist Local 442 after the Local requested International assistance. The Employer adamantly sought concessions during the negotiations and, among other things, wanted to create a new classification of stage worker that was designed to lower the standard of wages for all stagehands. The membership of Local 442 rejected the Employer's last, best and final offer. The Local requested and was granted strike sanction. Members of the Local engaged in picketing the Arlington Theatre. The Employer put into place the use of a non-union contractor in attempt to defeat the strike. Finally, on the eve of a performance of "Jesus Christ

Superstar," with help from the International the Local negotiated a contract which was ultimately ratified by Local 442's membership. The contract preserves the integrity of the traditional stage classifications.

**LOCAL NO. 471, OTTAWA/  
KINGSTON/BELLEVILLE, ON**

Assistant to the President Sean McGuire and Local 471 President Ron Colpaart reported to the Board on the signing of a collective agreement with Capital Sports Properties Inc. for the 20,500-seat Scotiabank Place, home of the Ottawa Senators hockey team and venue for many concerts. The signing of the collective agreement was the conclusion of a protracted and complicated history as the auditorium had gone through three different names and three different owners. Starting in 1996, when the then owners of the auditorium determined to bypass Local 471 and its members and engage NASCO, a non-union labour supplier, to provide all stage services, the long battle involved picketing, countless Labour Board proceedings (with substantial assistance of the International Defense Fund), and almost endless negotiations and concluding the collective agreements with the producers of concerts at the venue. Ultimately, as the Local slowly but surely increased its jurisdiction and work at the venue, the owners decided to discuss the structure of their relationship ultimately culminating in the collective agreement. The Local thanked the International for its support throughout the long battle, including General Secretary-Treasurer Wood (when he was Director of

Canadian Affairs) and Assistant to the President McGuire (a former Business Agent of the Local).

The International President complimented the Local, its members and its leadership, for their perseverance, determination and dedication which in the past 10 years had doubled their membership and organized many new venues. In particular, the tireless work of Local President Colpart for the past 20 years was commended.

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

General Counsel Dale W. Short reported that he, Local 751 President Gene McElwain and President Emeritus Thomas C. Short negotiated a new five-year contract with The Broadway League. The new wage package is for five years and is 0, 0, 2%, 3% and 3%. A Scope of Jurisdiction clause is now included in the Agreement. Most importantly, Local 751 was able to achieve an additional five years, through 2019, with minimum staffing in all box offices throughout their jurisdiction.

**LOCAL NO. 772,  
WASHINGTON, DC**

International Vice President J. Walter Cahill and International Representative Patricia White reported that negotiations with the Shubert Organization for the National Theater in Washington DC culminated in a three-year agreement. Although the Employer demanded a first year wage freeze, the final deal consisted of wage increases of ½%, 2% and 3% with benefit increases of 1% for each of the first two years. The agreement has been ratified.



**International Representative Joseph Hartnett, International Vice President Daniel E. DiTolla, and International Representatives Sandra England and David Garretson reported on the activities of the Organizing Department.**





**LOCAL NO. 824, ATHENS, GA**

**Re: Athens Classic  
Center Negotiations**

International Representative Greg Kasper, Special Representative David Garretson and Local 824 President John Fristoe appeared before the Board and reported on negotiations at the Athens Classic Center (“the Center”).

The Center is a performing arts and convention center. Local 824 has been crewing the Center in stagecraft, convention and “banquet” services since its opening in 1996. The enabling legislation of the operating authority of the center specifically prevents a contract with a labor union. The Local had been without an increase for over eight years. After difficult negotiations, the Local achieved a four year agreement, with wage and benefit increased and standardization and codification of the practices of operation at the Center.

Special note was made that Local 824 Business Manager Will Jackson and member Doug Stanley were invaluable participants on the negotiating committee.

Local 824 has demonstrated much growth with strong leadership and commitment. The Local has become more politically involved in its community and is pursuing organizing efforts in its jurisdiction.

**LOCAL NO. USA829,  
NEW YORK, NY**

**Re: Majors Agreement**

Local USA829 President Beverly Miller, Financial Secretary Cecilia Friedrichs, Business Agent Michael McBride, Assistant Director Daniel Mahoney and International Vice

President John Ford reported on the Local’s recent negotiation for a new Motion Picture Agreement with the Major Studios. Negotiations were initiated well before the end of the current contract term as it was the goal to resolve certain jurisdiction issues which have been a source of contention. The negotiations were difficult and it became evident that the jurisdictional issues could not be solved without the payment of an exorbitant price.

Negotiations resumed in New York with International President Loeb, Vice President Ford and International Representative Mahoney accompanying Local USA829. In the end, a three year deal was obtained with wage increases of 2% per year benefit increases of \$5.00 per day and New Media jurisdiction. The economic package represents a 3.1% per year increase with a 7+% improvement in the pension/welfare package.

The Local expressed its gratitude to President Loeb, Vice President Ford, Representative Mahoney, and Vice President Miller. Going forward, President Loeb and Vice President Ford pledged their support and commitment to maintain the jurisdiction of Local USA829.

**SCRIPT SUPERVISORS/  
ACCOUNTANTS/POC  
DATABASE**

International Representative Gavin J. Koon reported on the results of his assignment to compile information on contract terms covering the crafts of Script Supervisors, Accountants and Production Coordinators throughout the United States and Canada. The goal was to create

a database collecting the terms covering these crafts. A survey of Local Nos. 16, 38, 44, 161, 209, 212, 295, 476, 493, 514, 856, 871, 873 and 891 was conducted and a review done of the various contracts under which the members of these Locals work. The data was compiled and is readily accessible and useable. Through the creation of this comprehensive comparison of wages, benefits and terms of conditions, the impacted crafts will be better able to prepare for future negotiations. The ultimate aim is to improve standards for all members in these crafts regardless of which Local Union, or the IATSE, holds the bargaining rights.

**LOCAL NO. 906,  
CHARLOTTETOWN, PE**

**Re: Agreement, Prince Edward Island**

International Vice President Brian Lawlor and Assistant to the President Sean McGuire reported to the Board on the recently signed and ratified an agreement between Local 906 and the Charlottetown Civic Centre.

Assistant to the President McGuire, during another assignment, had discovered that although members of the Local had been working in the Civic Centre for some time, it had been without an agreement and required remittances including for worker compensation had never been made. As a result negotiations immediately began for an agreement. The Centre then began using a local labour supplier for events and the bargaining bogged down. However when the David Copperfield Show, a touring yellow card show, was scheduled for the Centre which again indicated it would use the labour supplier, the Local indicated it

would protest, and contacted the International office. Calls were made both to the touring show and the Civic Centre, resulting in the resumption of negotiations and an agreement was quickly reached which has now been ratified.

**IATSE GRIEVANCE  
ARBITRATION TRAINING**

An educational seminar was presented on Grievance and Arbitration Preparation by Katherine Sciacchitano of the National Labor College. The presentation focused on the proper analysis of cases. Emphasis was placed on techniques to maintain proper perspective and on understanding both sides of issues. Analysis starts with determining

what is at stake for all parties, both on an immediate basis and in the long term. This leads to exploring different perspectives and interests as related to potential settlements.

The session utilized a workshop approach focusing on a hypothetical case concerning an employee’s alleged alcohol use. Members were divided into groups consisting of seven to eight people at each table. They quickly broke into spirited discussions as they attempted to evaluate and analyze the underlying case. Many participants had a vast experience in these types of situations and they were observed to be assisting those with less experience to develop the proper focus and perspective.

This was followed by an energetic discussion in which the participants voiced their opinions. Notes that synthesized the material covered in the session, including the group discussions, were distributed the next day. It was noted that In-House Counsel Samantha Dulaney and Representatives Ben Adams and Patricia White put forth substantial effort and talent in the setting up and coordination of this highly successful event.

**ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at approximately 9:50 a.m. on Friday, January 29, 2010.

**REPORT OF THE DEFENSE FUND COMMITTEE**

held at the

**SHERATON AUSTIN • AUSTIN, TEXAS • JANUARY 26, 2010**

In conjunction with the Mid-Winter Meeting of the General Executive Board, the Defense Fund Committee met at 12:15 p.m. on January 26, 2010 at the Sheraton Austin in Austin, Texas.

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

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

Local No. 12, Columbus-Newark- Marysville-Delaware, Ohio	\$ 710.36
Local No. 336, Phoenix-Prescott, Arizona	5,793.00
<b>TOTAL</b>	<b>\$6,503.36</b>

The meeting adjourned at 12:45 p.m.

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



## NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Introductory Film Courses Developed by CHRC and the IATSE

The IATSE is taking a leading role with the Cultural Human Resources Council in developing two entry-level courses for the film and television industry in Canada; Film Set Etiquette and Film Safety Awareness. The course content has been compiled from existing courses and has been tested in pilot workshops across the country. Three workshops have been completed in Toronto, Regina and Halifax, and a fourth will be held in Montreal in April. Members from Locals 295, 411, 514, 667, 849, and 873 have been or will be involved.

International Representative Julia Neville is on the CHRC Health and Safety National Working Group, which initiated the project, and she has attended each workshop and collaborated with the consultant to ensure that the courses reflect mate-

rials relevant to IATSE members across the country. The purpose of the workshops is to get feedback and modify the course content before presenting final versions this spring to the National Training Advisory Council in Ottawa. Once approved by that body, the course materials will be available at no cost for locals to use.

For regions that currently have no available training, these courses provide a basic template, with users easily able to include information specific to their area. In cities that already have established courses, these materials can be incorporated as desired. Ultimately, the intent of the course development is to create the first nationally-recognized training courses that are specific to the Canadian motion picture and television industry.

### LEAP UPDATE

Since its inception in the fall of 2009, the IATSE's Labor Education Assistance Program has approved over \$17,000 in reimbursement money to officers of local unions who enroll in qualifying Labor Studies Programs. Locals from Oregon to Ontario, Springfield to San Francisco, in many crafts ranging from stagehands, studio mechanics, hair and makeup, company managers, wardrobe workers, and front-of-house are utilizing this new opportunity to better prepare their representatives for the challenges of navigating their unions through these changing and challenging times.

Details of the Program, along with lists of institutions offering courses are on the IATSE Web site. Briefly, Officers

of Local Unions may, with pre-approval have tuition and reasonable housing expenses reimbursed for qualifying labor studies courses. Many people have begun to take advantage of online learning classes, which allow freelance workers with unconventional schedules to learn on their own time. The National Labor College, Cornell University, and other schools offer online opportunities for degree courses, short workshops, and one-time webinars. There is a course out there to fit every schedule, budget, and educational level. Local officers are encouraged to avail themselves of this latest tool in order to expand their labor knowledge and better represent their workers.

Union Plus—helping union families get ahead.

## Scholarships



Helping IATSE families realize their dreams

Going back to school? Sending your children to college? Learn more about the scholarship opportunities available to you as an IATSE member.

### UNION PLUS SCHOLARSHIP

- Awards ranging from \$500 to \$4,000 for post-secondary education

### UNION PLUS NATIONAL LABOR COLLEGE "GREEN" SCHOLARSHIP

- Scholarship to the National Labor College's Green Workplace Representative Certificate Program.

### UNION PLUS NATIONAL LABOR COLLEGE SCHOLARSHIP

- A total of \$25,000 is awarded each year for working men and women to attend the National Labor College

IATSE members can get details at:  
[UnionPlus.org/Scholarship](http://UnionPlus.org/Scholarship)



The Local 30 crew for *"A Christmas Carol Train Tour"*. First Row - (left to right) Tracy Caudill, Rick Barry, Craig Burton, Derek Dechert, Joe Winegard. Second Row - David Robie, Bryan Kaminski, Mike Williams, Greg Allison, Jack Juday, Brian Caudill, George Arndt, Eric Swanson.



Pictured here are the members of the *White Christmas* road crew and Local 6 crew at the Fox Theatre in St. Louis, Missouri.



Here is a Local 471 crewshot from the Royal Winnipeg Ballet's *Nutcracker*, from Southam Hall, Ottawa, Ontario.



Here is a photo from *101 Dalmatians* at the Orpheum Theatre in Minneapolis. Included are Road and Local Stage, Wardrobe and Hair & Makeup crews.



Members of the Road Crew of *"A Chorus Line"* and IATSE Local 115 take time for a pre-show crew photo at the Times-Union PAC in Jacksonville, Florida. ACL recently closed a nineteen-month tour of North America and Japan this past November, and re-opened under the Modified Pink Contract in January.



Crew from the touring production of *"South Pacific"* from the Golden Gate Theatre in San Francisco, California.



Local 63 Crew building *Moulin Rouge*





This is a photo of the Avon Theatre crew (Local 357), wardrobe (Local 924), wigs and makeup (Local 357) and the stage management staff of The Stratford Shakespeare Festival's 2009 production of *A Funny Thing Happened On The Way To The Forum*.



Members of Local 30 stage and Local 893 wardrobe pose with Maureen McGovern before one of thirty *Yuletide Celebration* concerts with the Indianapolis Symphony Orchestra.

Local 822 Toronto Wardrobe and Hair Members with "battle scene" costumes from National Ballet of Canada's *Nutcracker* at the Four Seasons Centre for the Performing Arts, Toronto, Canada.



## Understanding And Protecting Your Local's Jurisdiction

Understanding a local's jurisdiction starts with a local's charter. A local union's defined working jurisdiction is contained in its charter. It should be noted that the local union's original charter jurisdiction can or may have been amended over time.

Although there are several definitions and usages of the word jurisdiction, the general understanding that unions use to define what the word is: the geographic area and covered crafts over which the union's authority extends. Another way of looking at this is by way of example: a Stagecraft Local that has jurisdiction in a particular city or state – meaning that all the stagecraft work performed in that city or state is within that Local's jurisdiction, whether it is covered by a contract or not.

This authority can also be seen in the local's contracts with its employers. These contracts define the local's

represented job classifications, geographic scope, as well as other matters such as wages, benefits, and work conditions with that employer.

The importance of a local union policing its jurisdiction can never be overstated. In fact it should be part of every local union's mission statement.

### ***Policing a local's jurisdiction involves several factors.***

1. Ensure contract compliance with the local's employers.
2. Organizing all possible employers within the local's jurisdiction.
3. Educating members to assist in policing the jurisdiction.

### ***What are the benefits of policing a local union's jurisdiction?***

1. Helps to prevent a non-union workforce from competing for your local's jobs.

2. Helps to protect existing contracts.
3. Strengthens the collective bargaining process by having the available workforce being union.

### ***What can you do to help police your jurisdiction?***

1. Know your contracts.
2. Contact the local about work you suspect that should be covered work under the contract or work not under any contract.
3. Report your work, this helps the local understand the current status of the union's workforce and employers.

Do your part, talk your fellow workers and get them to assist. By protecting your local's jurisdiction you help to keep your local strong and safeguard jobs.



Pictured here is the welding/construction crew from *No Country For Old Men* on set in Las Vegas, NM. The crew are members of Local 480 and Local 44.



Pictured here are the set dressing members from *In Plain Sight*, TV series Season II next to their truck in Albuquerque, NM. The crew are members of Local 480 and two Teamsters.





## Who is an Organizer?

**M**ost IA locals ask the Business Agent to assume the job of organizer. Although in small locals this may be the reality, it is not always the best policy. Many times Business Agents are already stretched thin negotiating, administering contracts, filling call requirements, and answering to the members. Nothing dooms an organizing drive quicker than an organizer who does not have the time and energy to do the job fully.

If local unions are interested in growing and increasing their ability to provide true security for their members they must invest in organizing. That may mean investing in an organizer, or getting the proper training for members of the local interested in organizing. It is unreasonable to expect part-time Business Agents to do everything and at the same time expect the local to stay viable. The organizer must be chosen to suit the organizing target. He or she must be someone with whom the particular group of people to be organized will be able to identify. And, most important, it must be someone who is willing and able to give everything to this campaign.

The organizer assumes responsibility for planning, directing, and coordinating the entire campaign. If

you are chosen, you must be the clearing-house for all information from all resources. Based on this information, you must assume responsibility for constantly analyzing and assessing progress, or lack of it, for changing the plan, and for setting up new directions as necessary. You must know what everyone connected to the plan is doing. You must be responsible for dividing the work assignments among the in-house committee, other groups you may be working with, and your members, along with ironing out the potential problems that working with any group of people brings. You are the person who must maintain the morale of all those involved in a long and complicated effort.

You are also the one who must be responsible for seeing that the time

schedule is maintained, that the leaflets and bulletins are good, and that they are ready on time. You must also assume responsibility for keeping records on all the information and material gathered before and during the campaign. You must make periodic reports on the progress of the campaign to the membership. You must be ready to take responsibility if the campaign is lost, and be ready to share the credit generously when a campaign is won.

An organizer has two prime goals in making initial contacts:

- 1) To obtain detailed information concerning the immediate problems and grievances of the workers.
- 2) To spot potential leadership that will help win the organizing drive.

Regardless of the business being organized (legitimate theater, public

buildings, hotels, television stations, decorators, etc.), there will be key employees who naturally act as leaders. They are the people with whom the organizer should try to establish contact. Other workers will respect their advice and they will probably be the most dependable at the work place. These individuals are the basis of your "In House Committee"

### THE IN-HOUSE COMMITTEE

The In-House Committee might be defined as "a group of leaders", "a group of key people", and "a group of in-house organizers". The committee should ideally be a cross section of the unit with regard to departments, skills, shifts, and other groups within the workplace. It can serve different purposes and functions in different ways during various phases of the campaign. An organizer must realize that not all committee members will serve all purposes.

The Committee should function as a source of information. The Committee will be asked to get names, addresses and phone numbers of the other workers; information about the employer and supervisors; and to develop the issues. They will act as advisors in selecting the major issues for the campaign, making decisions as to the various moves to be made during the course of the campaign, and in the use of different organizing techniques, because of their intimate knowledge of the probable reaction of the workers. The Committee members will be expected to generate and sustain interest in the union among the whole group of workers, to educate them on the benefits of belonging to the union, to tell them the answers to the employer's anti-

union propaganda, and to protect workers against harassment by the employer.

The Committee will be asked to get their co-workers to sign Authorization for Representation ("Authorization") cards to show majority support for the union or to petition for an election. At this point, the Committee members become the in-house organizers. Any employee who could be considered a supervisor should not pass out or collect Authorization cards, or assist the union's organizing campaign, because pro-union conduct by a supervisor can be the basis for setting aside an election.

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true security for their  
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invest in organizing.*

On election day, the Committee will become a get-out-the-vote committee; or, in a recognition strike, they may become picket captains. To guarantee the worker's confidence in the union, members of the Committee should attend all national or state labor board hearings.

After recognition is won, they will be asked to hold the employees together to maintain solidarity and strength during contract negotiations, and they may serve on the

negotiating committee. They will quite possibly end up as shop stewards and continue to provide in-house leadership.

Many of our locals may find that employees of non-union employers are registered for work in their own hiring hall, are already members of the local union, or are members of a sister local. Some of these workers might be natural choices to be members of the In-House Committee. Of course, how these workers view and are treated by the various locals will many times influence the perception of unions among the rest of the workers. This is the point that indicates how well you have done in preparing the local to organize.

Knowledgeable, hard-working union supporters in the workplace win organizing campaigns. An organizer must be "one of the group". The employer goes through much effort convincing the employees that the union is an unneeded third party. The more the organizer is seen as an advocate or spokesperson for the people to be organized, not a representative of an outside group, the greater the chance the union will be trusted, and ultimately, prevail in the election. Well-placed union supporters on non-union work sites, who are part of the drive, can make all the difference. They are already part of the group, and have the same stake in the outcome.

It is sometimes hard to convince people already enjoying the benefits of our contract to take substandard work to help organize. Members of the local must see organizing as a defense of their own contract and conditions, as well as helping out others. When new venues are organized, all workers benefit.



# Historic Changes And Modifications Made To The Broadway League's Pink Contract

The Stagecraft Department is happy to announce that the agreement between the International and The Broadway League commonly known as the Pink Contract has been successfully renegotiated. The contract expired on December 31, 2009 and negotiations were completed on January 7, 2010 after four long days of bargaining with the Employer.

Our negotiation team was lead by International President Matthew D. Loeb as well as the representatives of the Stagecraft Department, various bargaining unit employees, and our attorneys. There are very substantive changes as to how the Pink Contract will be triggered, administered, and how we envision issuing contracts as we move forward.

International President Loeb was involved in every aspect of the negotiations from the preliminary internal discussions and gathering of proposals to the final moments when the contract was tentatively agreed to. The Stagecraft Department is very grateful for his participation and thoughtful consideration of the primary objectives of the new agreement. Those objectives were to protect IATSE National Health and Welfare Fund Plan A benefits, to have The Broadway League identify who their members were and to tie those members to the agreement via a Project/Production Agreement, to codify standard recognition, union security, and grievance language, and to secure wages, conditions, and benefit improvements. Under the leadership of President Loeb, we

were able to achieve all these objectives, which in this current economic environment were quite meaningful and significant.

A Memorandum of Agreement reflecting the terms of the parties deal was subsequently ratified unanimously by the General Executive Board. Staff members are painstakingly combining the particulars of each particular Pink Contract and all the newly agreed language and side-letters into a document that can be forwarded to The League for their review. Once complete it will be sent to the printer and subsequently forwarded to the road personnel and local unions. In the interim, we have forwarded the Memorandum of Agreement to each show with Pink Contracts on Broadway and to each Head Carpenter on a League's touring attraction. We have also sent this same Memorandum to each Stage, Mixed, and Wardrobe Local in the United States.

Our intent is to turn the existing two-page Pink Contract into a book. In addition, we envision issuing travel cards, not to be confused with road cards, going forward. So, instead of carrying the legal size pink

*There are very substantive changes as to how the Pink Contract will be triggered, administered, and how we envision issuing contracts as we move forward.*

pages around, each roadmen will be issued a travel card with the individual's name, position, local number, effective date, and what show he/she was on and signature.

It is the vision of the Office of the President that the Pink Contract look like all the other International collective bargaining agreements. The Stagecraft Department is excited to bring the Pink Contract into the 21st Century.

Some of the improvements and modifications to the agreements are as follows:

- In Year One of the Agreement (2010), Health and Welfare contributions for every level of tour will increase from \$35.50 per day and \$213 per week to \$46.25 per day and \$277.50 per week.
- In Year Two of the Agreement (2011), Health and Welfare contributions on every level of tour will increase from \$46.25 per day and \$277.50 a week to \$49.25 per day and \$295.50 per week. The Annuity contribution will increase one percent (1%) from ten and one-half percent (10.5%) to eleven and one-half percent (11.5%) on the Full Pink Contract and from seven and one-half (7.5%) to eight and one-half (8.5%) on the League Modified Contract. In addition, the Minimum Salaries will increase by \$25 per week for all categories for Full, Modified, and SET Pink Contracts. The Short Engagement Touring (SET) Agreement will be described later in this article.
- In Year Three of the agreement (2012), Health and Welfare contributions on every level of tour will increase from \$49.25 per day and \$295.50 per week to \$52.25 a day and \$313.50 per week. The Annuity contribution will increase one (1%) percent from eleven and one-half percent (11.5%) to twelve and one-half percent (12.5%) on the full Pink Contract and from eight and one-half percent (8.5%) to nine and one-half percent (9.5%) on the League Modified Contract. In addition, the Minimum Salaries will increase by \$25 per week for all categories for Full, Modified, and SET Pink Contracts.
- Increases in health contributions increased by 47% of the term of the contract.

The Broadway League has agreed to a Project/Production Agreement which will connect signatories to producer-employer entities. This essentially ties the Union to an entity with primary responsibility for each show produced by a League member. This is very significant and will improve compliance over the

term of the Agreement by producers and general managers.

We have codified and regularized scope and recognition, union security and grievance and arbitration language.

We also negotiated a provision in the contract that addresses an inequity in the payments to local replacements.

There is new Media language that quantifies how Pink Contract employees will be compensated when an event is captured for "profit" and auditing language to ensure that, if the product earned a profit, that the affected employees are compensated per the Agreement. The language guarantees that road personnel will be paid a half-week buyout of actual salary upon the first commercial use. Pink Contract employees in New York City were carved out of this buyout and will be compensated pursuant to the formula used to compensate the House Stage crew.

Grandchildren and domestic partners were added to the list of relatives whose death qualifies an employee for bereavement leave.

There is Minimum Condition language which reaffirms that all wages, benefits, hours, and working conditions are minimum conditions only. Employees may negotiate better conditions provided that the minimum terms are not abrogated. **Employees may not negotiate, or Employers require worse conditions.**

Per Diem for the Full Pink Contract is increased as follows:

	<i>"Low"</i>	<i>"High"</i>
7/27/2009 - 8/29/2010	\$119	\$125
8/30/2010 - 9/25/2011	\$120	\$126
9/26/2011 - 12/31/2012	<i>as agreed by (AEA)*</i>	<i>as agreed by (AEA)</i>

**\*Actors' Equity Association**

There is new layoff language for the Full Pink Contract and Modified Pink Contract that allows layoffs up to 4 consecutive weeks and up to 10 layoff weeks per year. The tradeoff that was approved by the committee was that Health payments shall be made during all layoff weeks and employees will be provided transportation home and back for all weeks.

Although, the first six (6) weeks requires no payment except Health and Welfare Contributions, the remaining four (4) weeks requires Health and Welfare contributions and Per Diem payments.

**MODIFIED PINK CONTRACTS:**

There is a financial criteria that was established six



years ago as to how a tour "qualifies" as a Modified Pink Contract. The phrase used is Average Weekly Guarantee. During each round of bargaining, those numbers are adjusted to reflect the changes in the guarantees and things like the NAGBOR, the net adjusted gross box office revenue, accordingly.

Per Diem for the Modified Pink Contract is increased as follows:

7/27/2009 - 8/29/2010	.....\$113
8/20/2010 - 9/25/2011	.....\$114
9/26/2011 - 12/31/2012	.....as agreed by AEA

In addition, there shall be two hotel choices and there will be a cap on the lower of the two choices in each city. The caps shall be as follows:

7/27/2009 - 8/29/2010	.....\$70
8/20/2010 - 9/25/2011	.....\$71
9/26/2011 - 12/31/2012	.....as agreed per AEA

The cost of the lower hotel will be averaged over 26 weeks, although calculations will be done after 13 weeks of each 26 week cycle. Briefly if the cap is above the number enumerated above, the employee shall receive the difference between the cap and the cost.

We obtained for the first time the same auditing and arbitration rights relative to this provision as Actor's Equity Association already had. Existing criteria in the provision of the old League Modified Pink Contract were updated.

**SHORT ENGAGEMENT TOURING AGREEMENT (SET):**

During negotiations with the League, the employer's most important proposal was the SET agreement. This new tier comports with the AEA tiers as negotiated in 2008 and will arguably allow The Broadway League to compete in the split week and one-nighter markets. This will allow The Broadway League to put out all union tours and increase the stature of these types of shows. In addition, this should increase employment for IATSE represented workers on Broadway tours. Although this agreement for the SET tours is now in effect, we have precluded the contractual changes from affecting current shows (there are four) until June 28, 2010. This will allow the Stagecraft Department ample time to get out to visit these tours with sufficient time for these traveling members to see the contract

changes. We have also successfully negotiated that the wages for any of these employees shall be grandfathered and not reduced when the new provisions become effective.

With regards to SET, there is qualifying criteria similar to the Modified Agreement.

The minimum salary for these tours will be a \$100 reduction of the current Modified Pink Contract rates. The employer will be paying full IATSE National Health and Welfare Fund Plan A Health and Welfare rates, Modified Pink Contract Pension Contributions, and the Vacation percentage that is contained in both the Full Pink and Modified Pink. Annuity contributions are capped at five percent (5%) for the balance of the agreement but will increase in the second and third years by virtue of the \$25 increase to the minimums.

Additional provisions relating to housing, per diem and layoffs were also agreed upon.

**BONDS:**

The requirement to post a bond on your behalf was prerequisite of the Stagecraft Department but was never codified in the agreement. We now have included language to confirm the past practice in all three types of agreements (Pink, Modified and SET).

As you can see, significant and meaningful changes have been made to this Agreement. Some of the explanations have been culled down for purposes of this article but we have done our best to give you a concise summary of the new contract and the new SET tier. Moreover, we are pleased to announce the appointment on a part time basis of two of our committee members to act as intermediaries among the Road, Broadway, and the Stagecraft Department. International President Loeb has asked Brother Don Martin of Local 329 to assist the Stagecraft Department on the Road and Brother Brian Munroe of Local 74 to assist the Stagecraft Department on Broadway. Both have accepted their appointments as Special Representatives. We look forward to getting out to the tours to explain the new contract and developing a stronger connection between the Broadway Road employees and the General Office.

We believe this is an important step forward for the Department and our place within the Alliance. Pink Contract employees who attended the meeting on 48th Street last month heard directly from President Loeb of his commitment to the Pink Contract employees.

**OUR VOICE NEEDS TO BE HEARD**

Many members are not aware that the pink contract contains a provision that allows for voluntary I.A.T.S.E. PAC FUND deductions. The members of several shows traveling under the pink contract have signed authorization cards and are voluntarily making weekly contributions to the I.A.T.S.E. PAC. The Legislative Department of the I.A.T.S.E. greatly appreciates the participation of each of these IA members.

Please be advised that a representative of the I.A.T.S.E.

will be stopping by your show to ask you to support the PAC fund. We are in a perilous time for all working women and men. We need to have voices in Washington who will speak on our behalf. The most efficient way to gain these voices is by monetary contribution. When an I.A.T.S.E. Representative stops by, please listen to what he/she has to say and please become a supporter. Just a small amount from each member will make a dramatic difference.

**ACT MEMBERS**

As the Stagecraft Department has had some recent success in organizing, we have many new members in the Associated Crafts and Technicians Department (ACT).

This increase in organizing means that some ACT members are not yet skilled or trained in dealing with the employer and with our local union. In each of these cases, we as a union need to assist our ACT members to better understand their responsibilities.

ACT members are members of the International who are covered under the rules and regulations of the affiliated departments of the I.A.T.S.E. These members hold direct membership in the Alliance.

There are over 400 active rank and file ACT members. This increase in ACT membership is due to the International's ongoing aggressive organizing and the almost weekly request for ACT membership from non-IA individuals looking to go on the Road. When the International

organizes a touring production, these individuals are immediately brought into ACT membership, until they are processed and admitted into the local where they reside.

When a request for a pink contract is submitted for a non-IA individual, ACT membership is offered unless a local wants to take the person into membership. The individuals whom we organize or who request ACT membership are highly skilled in all of our crafts. They include riggers, audio engineers, moving light programmers and technicians, as well as carpenters, automation operators, electricians along with other crafts. In addition, ACT members are also represented by delegates at the International's conventions.

We are bringing this issue to everyone's attention so that we will all have a better understanding of who our ACT brothers and sisters are and continue to welcome them.





## Gold Cards Awarded to New Orleans Members

In November, Brother Alvin Ruppert received his Gold Card from Business Agent Alan Arthur.

Brother Ruppert was initiated into Local 39 in 1967 - one of the Local's longest standing members. Ruppert also retired from the United States Postal Service. As a stagehand, he worked with the New Orleans Opera for many years. The Opera and Local 39 wish Al the best of luck in his retirement.

Brother Louis Hill received his Gold Card in March 2009. Brother Hill was initiated into Local 39 in 1973. Brother Hill was also a retired fire fighter for the U.S. Air Force. He was one of the best lead men in the decorating industry, having the respect of the companies as well as the crew. We wish Brother Hill the best in his retirement.



Above: Brother Hill (center) with his crew.

Right: Brother Al Ruppert with Business Agent Alan Arthur



### 50-YEAR MEMBER HONORED



International Vice President Michael Barnes made the presentation of a 50 year pin to Brother Robert Saltzman, along with officers of Wilmington, Delaware Local 284, at the Local's membership meeting on December 7, 2009.

From left to right, Thomas Watkins, Vice President, International Vice President Michael Barnes, Michael Harrington, Business Representative, Eva Lynne Penn, Corresponding Secretary, Brother Robert Saltzman and R. Hank Widmayer, President.



San Diego, California Local 122 honored Brother Larry Kane with a 50 year Scroll, congratulating him on his dedication to his union and as an excellent Stagehand.

At a general membership meeting on November 2, 2009 in Phoenix, Arizona, Charter member Richard Lizzarago and Brother John Carson Jr. of Local 336, were honored by their Local with Gold Cards.



Left to right, Financial Secretary James Smidt, John Carson Jr., and President Gino Zavatta. Brother Lizarrago was not in attendance for the ceremony.

In September, Local 210, Edmonton, AB, celebrated their members' years of service. Brother Otto Bittner was presented with his 50 year pin by International Vice President Damian Petti.

Left to right: Tyson Erno (Treasurer), Lorelei Kuchera (2nd Vice President), Vice President Damian Petti, Brother Otto Bittner, Siobhan Vipond (1st Vice President) and Tara Gale (Secretary).







## New Jersey Local Honors 50 Year Member

At Local 632's union meeting on October 14, 2009, President Loeb presented retired member Brother Ron Weigel with his 50 year Gold Membership Card. Also present were legislators representing Brother Weigel's legislative district in New Jersey. The three legislators, Senator Loretta Weinberg, Assemblywoman Valerie Huttle, and Assemblyman Gordon Johnson are also honorary Gold Card members of Local 632 IATSE.



From left to right: Local 632 President Kevin O'Brien, Local 632 Vice President James DeWolf, Local 632 gold card recipient Brother Ron Weigel, International President Matthew Loeb.



From left to right: NJ Assemblywoman Valerie Huttle, Local 632 gold card recipient Brother Ron Weigel, Local 632 President Kevin O'Brien, NJ Senator Loretta Weinberg, NJ Assemblyman Gordon Johnson.

Local 38 Brother Samuel Kinsora was presented his Gold Retirement Card on January 4, 2010. International Vice President Timothy F. Magee spoke on behalf of the officers and members of Local 38 to congratulate him on a long and productive career.

From left to right: International Vice President Timothy Magee, Sam's grandson Brother John S. Kinsora, honoree Brother Samuel Kinsora, and Sam's son Brother John L. Kinsora.



# 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.





NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Walter G. Cowen October 9, 2009	1	Albert P. Fulgieri May 7, 2009	33	Leonard J. Rohm October 3, 2009	44	Allen Wienke September 3, 2009	199	Daniel A. Hamilton November 27, 2009	683	Wayne Fike July 21, 2009	705	William A. Baker October 19, 2009	751
Timothy Keogh December 4, 2009	1	Bennett Glaser June 12, 2009	33	Robert A. Ross October 30, 2009	44	John T. Mulcrone August 31, 2009	209	Donald F. Johnson September 1, 2009	695	Marcelino Lozano July 31, 2009	705	Edward Cadunz October 31, 2009	751
George E. McDonald, Jr. December 19, 2009	1	Greg Hay November 6, 2009	33	Timothy Ryan November 9, 2009	44	Carol Pederson November 5, 2009	212	Stephen G. Johnson September 11, 2009	695	Ronald Ross September 12, 2009	705	Gregory Raffaelli November 13, 2009	751
Charles H. Rosen October 13, 2009	1	Michael J. Heilman November 22, 2009	33	Timothy Sandor December 5, 2009	44	Linda Williams October 14, 2009	212	Eric Albertson September 29, 2009	700	Susanne Smith April 14, 2009	705	Nancy L. Tillett November 4, 2009	772
William V. Terrill, Sr. December 27, 2009	1	Dean G. Hekkers November 11, 2009	33	Ethan D. Van Hecke October 29, 2009	44	Robert Yerry July 1, 2009	215	Jerry Bloedow October 13, 2009	700	Suzanne Smith-Browne January 29, 2009	705	Rosemary Duggan October 1, 2009	775
James D. Whittford October 23, 2009	1	James L. Orthel May 22, 2009	33	John M. Eggers November 18, 2009	51	Mark H. Whitbread April 4, 2009	295	Derek G. Brechin November 6, 2009	700	Marjorie Snyder October 4, 2009	705	Laura Rizzi December 28, 2009	787
Jerome W. Conrad October 29, 2009	2	Stephen C. Pieratt June 17, 2009	33	Nathan Boxer December 3, 2009	52	Joseph J. Hanna July 29, 2009	306	Gil Greene November 11, 2009	700	Tomas Velasco September 2, 2009	705	Kenneth Geiman November 22, 2009	794
Benjamin M. Hamling December 17, 2009	2	Lloyd N. Priest May 30, 2009	33	William Egan October 29, 2009	52	Jon F. Holohan May 24, 2009	311	Lora Hays November 28, 2009	700	Fay Kelly April 20, 2009	706	Reginald Henry December 16, 2009	794
Edward W. Klein September 20, 2009	2	Daniel N. Slack October 5, 2009	33	Edward Ferraro December 26, 2009	52	Michael Polovcin March 1, 2009	320	William C. Heath April 24, 2008	700	Lee Conroy December 1, 2009	720	Lorraine Godfrey December 1, 2009	798
James A. McCammond December 22, 2009	2	William Vantrees November 2, 2009	33	Alfred Franco October 1, 2009	52	John Zeloznicki November 17, 2009	336	Sandra H. Kaufman October 17, 2009	700	Helen Janicki October 4, 2009	720	Daniel J. Vivianco September 1, 2009	800
Ronald W. Eberhardt December 6, 2009	6	Keith Visona October 31, 2009	33	Anthony J. Gamiello December 7, 2009	52	Ted Alires September 5, 2009	423	Eric S. Maxwell September 28, 2009	700	Morris E. Baxter November 26, 2009	728	Henry M. Bailey, Jr. November 22, 2009	803
Anthony J. Gille July 27, 2002	6	Victor M. Vitartas May 12, 2009	33	Timothy Keogh October 4, 2009	52	Richard Husler August 2, 2009	423	Arthur H. Pullen March 22, 2009	700	Tim C. Hallacy September 21, 2009	728	Harold Wayne Childers September 30, 2009	810
Frank H. Abbott November 15, 2009	8	John R Wright May 21, 2009	33	Donna S. Johnke October 9, 2009	52	Robert Whelan December 17, 2009	471	George E. Simpson November 1, 2009	700	Norman Lincoln September 26, 2009	728	Ricardo Burkhardt November 16, 2009	873
Russell Stevens November 3, 2009	8	Clare A. Zero October 6, 2009	33	William P. Louthe October 18, 2009	52	Arthur R. Arnone December 1, 2009	477	Maxime Bouskila July 22, 2009	705	Merle Miller December 8, 2009	728	Daniel Deger July 20, 2009	873
Lorraine Burmaster November 12, 2009	13	Robert C. Dear December 11, 2009	38	Ciro Pinto November 12, 2009	52	William T. Smaling December 30, 2009	477	Amy Brissler July 29, 2009	705	Christopher Kelly December 31, 2009	729	David Greenblatt August 16, 2009	873
Steven L. Schwirtz November 28, 2009	13	James Robertson December 11, 2009	38	Dennis G. Yeandle November 27, 2009	52	Robert Bennett 2008	479	Robert Ellsworth July 4, 2009	705	Ben Massi December 31, 2009	729	Alan Letts September 23, 2009	873
Dennis A. Pope July 30, 2009	16	Nolan Babineaux 2008	39	Timothy P. Whitney August 31, 2009	74	Terry Fry 2008	479					Peter Stuis December 26, 2009	B751
Donnie Ray Tucker October 11, 2009	17	Anthony Burtchaell 2009	39	Terry Price March 19, 2009	76	Bernard Starr 1996	479						
Richard J. O'Heir, Jr. November 4, 2009	19	A.J. Mayeaux 2005	39	Clint J. Borden December 11, 2009	80	Richard W. Morgan December 1, 2009	485						
Richard T. Goins October 1, 2009	23	Lucien Mistrot 2007	39	Nathaniel Dunn December 1, 2009	80	Jesse G. Gonzales December 29, 2009	604						
Robert D. McClung September 26, 2009	28	Stanley L. Ascough November 23, 2009	44	Leo G. Fogarty January 25, 2010	110	Leonard R. Cooper October 1, 2009	631						
Herbert Pasch October 11, 2009	30	Stanley D. Beaudin December 17, 2009	44	Morris Kaufman January 22, 2010	110	Noel J. Mackisoc January 5, 2009	632						
Normand M. Cote May 9, 2009	33	Richard C. Bradley December 22, 2009	44	William T. Hughes September 8, 2009	127	Donald J. Schnepf January 30, 2009	632						
Donald T. Crump October 13, 2009	33	Armando Castaneda November 10, 2009	44	Jeff Peters December 10, 2009	146	Charles J. Washburn January 15, 2009	640						
Thomas E. Evans April 5, 2009	33	Karl Eric Nygren September 22, 2009	44	Ellsworth Miller September 3, 2009	199	Vernon Hoke November 29, 2009	665						

## REMEMBERING ROBERT DEAR



Local 38 member Robert C. Dear, father of director William Dear (“Angels in the Outfield”) and Script Supervisor Susan Dear, died of congestive heart failure on December 11. He was 90.

Dear was born in Toronto, Canada. After serving as a tail gunner in the Royal Canadian Air Force during World War II, Robert moved to the US and settled in Michigan. He began in local Detroit television at the former WWJ-TV (Now WDIV), but spent most of his career as a stagehand and lighting director at WXYZ-TV, working with such personalities as Soupy Sales and Rita Bell. Brother Dear was initiated into Local 38 in 1955. After his retirement, he received a gold retirement Card.



# Remembering Alice Ferrier

The members of the Toronto film community mourn the loss of friend, sister Alice Ferrier, who died from cancer on January 5, 2010.

Alice grew up riding on the family farm and became an accomplished equitation rider. She later began working in the film industry as a Production Coordinator where she met her life partner Glen Ferrier. She was proud of Glen, who was a charter member and president of Local 667 as well as past-president of Local 873. He also received his 50-year gold pin from Local 873 in 2009. Alice was a charter member and the inaugural president of Local 411, which she helped organize more than a decade ago. Over her thirty-year career, Alice mentored

the next generation of film crew and impacted many of our working lives.

She was a strong, blunt character. When the doctor gave Alice her diagnosis just this past December, her response was "Yeah, ok." The news



did not daunt her. Some of the Toronto film community share their memories of Alice: "she was a supporter and defender of younger women who were struggling to make our way along the trails that she had blazed"; Toronto has "lost its matriarch"; "in the old days we called her nightmare-Alice 'cause she scared the hell out of anyone who came into the production office. But once you got to know her she was a big pussycat inside"; "Alice was a class act"; "she gave us gravitas"; and "Thank you, Alice."

Alice is survived by her husband Glen, and daughters Margie, Mary, Local 411 member Janet, past IATSE member Liz; and her stepchildren Gale and Local 873 Member, Steve.

## THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/ 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 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. DiTolla/ Harold P. Spivak Foundation.

### CONTRIBUTOR

Thomas J. Kiousis, Jr.

Cast and Crew of "White Christmas"

### IN MEMORY OF

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

Reference Letters:

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

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

**AMPE** Airline Motion Picture Employees

**APC** Affiliated Property Craftspersons

**ATPAM** Association of Theatrical Press Agents and Managers

**C** Camerapersons

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

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

**EE** Exhibition Employees

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

**FAE** First Aid Employees

**ICG** International Cinematographers Guild

**LF/VT** Laboratory Film/Video Technicians

**LF/VT/C** Laboratory Film/Video Technicians/Cinetechnicians

**M** Mixed

**MAHS** Make-Up Artists & Hair Stylists

**MAHSG** Make-Up Artists & Hair Stylists Guild

**MPC** Motion Picture Costumers

**MPEG** Motion Picture Editors Guild (inclusive of Editors and Story Analysts)

**MPP,AVE&CT** Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

**MPP,Q&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

**MPSP&SW** Motion Picture Set Painters & Sign Writers

**MPSPT** Motion Picture Studio Production Technicians

**MPST** Motion Picture Studio Teachers and Welfare Workers

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

**O** Operators

**PC,CP&HO** Production Coordinators, Craftservice Providers and Honeywagon Operators

**PST,TE,VAT&SP** Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

**S** Stage Employees

**SA&P** Scenic Artists and Propmakers

**S&FMT** Sound & Figure Maintenance Technicians

**SM** Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

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

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

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**T&T** Treasurers & Ticket Sellers

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

**TWU** Theatrical Wardrobe Union

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**M 062 COLORADO SPRINGS**—Bryan Patrick, 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Manning.

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

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

**CONNECTICUT**

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

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

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

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

**DELAWARE**

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

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

**DISTRICT OF COLUMBIA**

**S 022 WASHINGTON, DC/WASHINGTON DC SUB-URBS, MD/NORTHERN VIRGINIA**—John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

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

**TWU 772 WASHINGTON**—Sara Butt, P.O. Box 10999, McLean, VA 22102. (571-420-2990) (Fax: 301-322-3125). Bus. Agt.: Linda Boyland.

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

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

**T&T 868 WASHINGTON**—Anita Wilkinson, P.O. Box 58129, Washington, 20037. (202-419-9207) Bus. Agt.: Michael Gilotte.

**FLORIDA**

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

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

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

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

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

**M 500 SOUTH FLORIDA**—Alan Glassman, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Alan Glassman.

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

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

**S 647 NAPLES/FT. MYERS/MARCO ISLAND**—Christopher Grenier, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-282-1346) Bus. Agt.: Maria Colonna.

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

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

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

**GEORGIA**

**M 320 SAVANNAH**—Wayne Roelle, 1513 Paulsen St., Savannah, 31401. (912-507-8558) (Fax: 208-979-8533) Bus. Agt.: Wayne Roelle.

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

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

**S 629 AUGUSTA**—Anthony Capaz, 2314 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk.

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

**EE 834 ATLANTA**—C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30318. (404-875-884



**MPP,AVE&CT 110 CHICAGO**—Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Steve Altman.

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

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

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

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

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

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

**M 482 CHAMPAIGN/URBANA/DANVILLE/ RANTOUL/CHARLESTON/DECATUR**—Richard Hall, P.O. Box 3272, Urbana, 61803-3272. (217-890-9969) (Fax: 217-688-3042) Bus. Agt.: Nancy Manganelli-Bues.

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

**T&T 750 CHICAGO**—Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-778-0809) (Fax: 888-799-9973).

**TBSE 762 CHICAGO**—Tom Hoover, P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates.

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

**MPVT/LT/AC&GE 780 CHICAGO (see also Florida)**—Debbie Bedard, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Agt.: Larry Gianneschi.

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

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

**INDIANA**

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

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

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

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

**S 146 FORT WAYNE**—Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-747-2643) Bus. Agt.: John H. Hinen, Jr.

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

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

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

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

**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/ FRENCH LICK**—Mark R. Sarris, 2401 S. Wooley Mill Dr., Bloomington, 47403. (812-327-4262) Bus. Agt.: Mark R. Sarris.

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

**IOWA**

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

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

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

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

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

**KANSAS**

**S 031 KANSAS CITY/TOPEKA/LAWRENCE/ EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO**—Dan Pfitzner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

**M 190 WICHITA/HUTCHINSON/EL DORADO**—Tim McCulloch, P.O. Box 3052, Wichita, 67201. (316-267-5927) (Fax: 316-267-5959) Bus. Agt.: Benjamin Juhnke.

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

**KENTUCKY**

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

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

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

**M 369 ASHLAND, KY/HUNTINGTON, WV/ IRONTON, OH**—Judy M Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestie St. Clair (304-733-0880).

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

**LOUISIANA**

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

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

**S 298 SHREVEPORT**—Robbie Mayberry, 715 McNeil Street, Shreveport, 71101. Bus. Agt.: William Gaston (318-423-1756).

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

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

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

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

**MAINE**

**S 114 PORTLAND/LEWISTON/AUGUSTA/ BANGOR**—Thomas Bull, P.O. Box 993, Portland, 04104 (207-657-7100) (Fax: 207-657-7109). Bus. Agt.: Dave Herrman.

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

**MARYLAND**

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

**S 022 WASHINGTON DC SUBURBS, MD/ WASHINGTON, DC/NORTHERN VIRGINIA**—John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

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

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

**M 591 HAGERSTOWN, MD/FREDERICK, MD/ WAYNESBORO, PA/WINCHESTER, VA/ MARTINSBURG, WV**—Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

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

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

**MASSACHUSETTS**

**S 011 BOSTON/WALTHAM**—John Walsh, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: John Walsh

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

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

**M 096 WORCESTER**—Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339).

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

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

**M 195 LOWELL, MA./NEW HAMPSHIRE**—Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

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

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

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

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

**MICHIGAN**

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

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

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

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

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

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

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

**MPP,O& VT 472 FLINT/OWOSSO**—Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

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

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

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

**MID-ATLANTIC AREA**

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

**MINNESOTA**

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

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

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

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

**SM 490 STATE OF MINNESOTA**—Gary Surber, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) (Fax: 612-627-9734) Bus. Agt.: Joe Gallup.

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

**TBSE 745 MINNEAPOLIS**—Int'l Vice President-in-Charge: Daniel DiTolla, 1430 Broadway 20th Floor, New York, NY 10018 (212-730-1770) (Fax: 212-730-7809).

**MISSISSIPPI**

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

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

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

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

**M 674 BILOXI/GULFPORT**—Juan Alejandro, 10094 Road 312, Pass Christian, 39571. (228-255-3301) Bus. Agt.: Monnie Elchos.

**MISSOURI**

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

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS**—Dan Pfitzner, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

**MPP,AVE&CT 143 ST. LOUIS**—Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600)(Fax: 314-351-5600) Bus. Agt.: William Watkins.

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

**SM 493 STATE OF MISSOURI**—Cat Cacciatore, P.O. Box 410151, St. Louis, 63141. (314-469-4931) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen.

**T&T 774 ST.**



**NEVADA**

**M 363 RENO/LAKE TAHOE**—Claudia Johnson, 30 Mary St., #14, Reno, 89509. (775-786-2286) (Fax: 775-786-7150) Bus. Agt.: Charlotte Picerno.

**M 720 LAS VEGAS**—Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-4703). Bus. Agt.: John Hanson.

**NEW ENGLAND AREA**

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

**NEW HAMPSHIRE**

**M 195 LOWELL, MA./NEW HAMPSHIRE**—Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-666-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

**S 919 HANOVER/LEBANON, NH/BURLINGTON, VT**—Leslie Day, P.O. Box 951, Burlington, 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

**NEW JERSEY**

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

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

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

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

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

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

**M 534 MIDDLESEX/MERCER/UNION COUNTIES/ OCEAN COUNTY/ASBURY PARK/LONG BRANCH**—Richard Rettino, P.O. Box 722, New Brunswick, 08903. (732-565-9200) (Fax: 732-565-9300) Bus. Agt.: Jay Lynn (732-616-6337); Bus. Rep.: Craig Werner (732-539-4560).

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

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

**TWU 799 CAMDEN, NJ/PHILADELPHIA, PA**—Susan Calaciura, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 856-488-6368) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

**CHE 917 ATLANTIC CITY**—Gilda Passarella, 4119 Atlantic Avenue, Atlantic City, 08401. (609-345-0550) (Fax: 609-345-4554) Bus. Agt.: Darrell Stark.

**NEW MEXICO**

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

**M 423 ALBUQUERQUE/ROSWELL/SANTA FE**—Brian Shaffer, P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Brian Shaffer.

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

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

**NEW YORK**

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

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

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

**S 010 BUFFALO**—Charles Gill, 700 Main Street, Suite 200, Buffalo, 14202. (716-822-2770) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

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

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

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

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

**S 054 BINGHAMTON**—Daniel Sonnen, 1405 Livingston Place, Vestal, 13850. (607-777-2531) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

**TBSE 100 NEW YORK**—Rich Rahner, 191 Monell Avenue, Islip, 11751 (203-876-8566) Bus. Agt.: Greg Calvin.

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

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

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

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA**—Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

**M 289 ELMIRA/HORNELL/WATKINS/ITHACA/ CORNING/CORTLAND/BINGHAMTON**—Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

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

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

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

**S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**—Michael Brogden, P.O. Box 160, Jericho, 11753. (516-457-6778) (Fax: 212-391-8320) Bus. Agt.: Brian J. Frankel.

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

**M 499 POUGHKEEPSIE**—Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439)(Fax: 845-331-7461) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439).

**M 524 GLENS FALLS/SARATOGA**—Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

**M 592 SARATOGA SPRINGS**—James Farman, 47 County Route 76, Stillwater, 12170. (518-727-3735). Bus. Agt.: Rick Daus.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**—(See also California, Florida and Illinois) Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

**MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**—Robert Sweeney, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

**M 645 ROCKLAND COUNTY**—Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Brian McGarity, 85 South William Street, Pearl River, NY 10965 (718-813-2025).

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)**—Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

**LF/VT 702 NEW YORK**—William Andrews, 542 Eastbrook Road, Ridgewood, NJ 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio(201-447-0753).

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

**T&T 751 NEW YORK**—Lawrence Paone, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Lawrence Paone.

**TWU 764 NEW YORK AND VICINITY**—Rochelle Friedman, 545 West 45th Street, 2nd fl., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Bart Daudelin; (Film) Frank Gallagher.

**TWU 783 BUFFALO**—Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 27 Warburton Pl., Buffalo 14223.

**T&T 788 ROCHESTER**—Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: John Giffen.

**TBSE 794 NEW YORK**—Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (646-596-3539) .Bus. Agt.: Timothy Daughtry.

**MAHS 798 NEW YORK**—Joseph Cuervo, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Agt.: Daniel Dashman.

**ADG,ST&GA,SD,MM&SA 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)**—Stephen Hendrickson, 280 Riverside Drive, #14A, New York, NY 10025. (646-285-2699).

**TBSE 821 ELMIRA**—Norman Stull, 101 E. Water Street, Elmira, 14901 (607-733-5518) Bus. Agt.: Jon Shaban.

**EE/BPBD 829 NEW YORK**—John V. McNamee Jr, 386 Park Avenue South, 13th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

**M 842 ONEONTA/COOPERSTOWN/SIDNEY/ DELHI/COBLESKILL/WALTON**—William Pierce, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce.

**TWU 858 ROCHESTER**—Kathleen Olson, 21 Wimbledon Rd., Rochester, 14617. (585-338-7915). Bus. Agt.: Anne Bowes.

**ATPAM 18032 NEW YORK**—Nick Kaledin, 62 West 45th Street, Suite 901, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Tom Walsh.

**USA 829 NEW YORK REGIONAL OFFICE**—Carl Baldasso, 29 West 38th Street, 15th fl., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Michael McBride.

**NORTH CAROLINA**

**M 278 ASHEVILLE**—Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) (Fax: 828-667-2047) Bus. Agt.: Michael D. Rhodes.

**M 322 CHARLOTTE/GREENVILLE**—Randy Raynard, 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435).

**M 417 DURHAM/CHAPEL HILL/RALEIGH**—Amy O'Donnell, P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 919-477-5833) Bus. Agt.: Rob McIntire.

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

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

**M 635 WINSTON-SALEM/LEXINGTON/ THOMASVILLE**—Henry Grillo, P.O. Box 15338, Winston-Salem, 27113-0338. (336-399-7382) Bus. Agt.: Patrick O'Kelly.

**ADG,ST&GA,SD,MM&SA 800 SOUTHEAST OFFICE (See also California, Illinois and New York)**—John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

**NORTH DAKOTA**

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

**OHIO**

**S 005 CINCINNATI/HAMILTON/FAIRFIELD/ SPRINGDALE/OXFORD**—Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

**S 012 COLUMBUS/NEWARK/MARYSVILLE/ DELAWARE**—Joe McCutcheon, 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, 2581 East Fifth Avenue, Columbus, OH 43219.

**S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY**—Sandra Cassaubon, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: John Palsa.

**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/ SANDUSKY/ERIE COUNTY**—Michael Lehane, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Dave Vacca.

**S 048 AKRON/CANTON/MASSILLON/ ALLIANCE/MANSFIELD**—Helen Louie, 678 North Main Street, Akron, 44310. (330-374-0480) (Fax: 330-376-2721) Bus. Agt.: Helen Louie.

**M 064 STEUBENVILLE, OH/WHEELING, WV**— Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (304-639-2516) (Fax: 304-242-6134).

**S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES**—Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

**S 101 NILES/WARREN/YOUNGSTOWN**—David Rees, P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

**MPP,O&VT 160 CLEVELAND/ASHTABULA/ LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY**—John Galinac, 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

**SM 209 STATE OF OHIO**—Jonathan Andrews, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan.

**M 369 IRONTON,OH/HUNTINGTON, WV/ ASHLAND, KY**—Judy M Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**TWU 747 COLUMBUS**—Sandy Higginbotham, 723 Waybaugh Dr., Gahanna, 43230. Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).

**T&T 756 CLEVELAND**—Glenn Barry, 17157 Rabbit Run Dr., Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Erin Patton.

**TWU 864 CINCINNATI**—Jean Mueller, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

**TWU 883 CLEVELAND**—Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

**TWU 886 DAYTON**—Sharleen Rafferty, P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser.

**OKLAHOMA**

**S 112 OKLAHOMA CITY**—Tina Saxton, P.O. Box 112, Oklahoma City, 73101-0112. (405-231-0025) (Fax: 405-231-0056) Bus. Agt.: Rick Carpenter.

**S 354 TULSA/PONCA CITY**—Paul Clear, P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown.

**M 387 LAWTON/OKLAHOMA CITY**—Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday, 35 NW 28th, Lawton, OK 73505. (580-248-0830).

**TWU 904 TULSA**—Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

**OREGON**

**M 028 PORTLAND/SALEM**—Pat Chard, 4949 S.E. 26th Ave., Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Chris Bateman.

**SM 488 PACIFIC NORTHWEST**—Linda Bloom, 4949 S.E. 26th Ave., Portland, OR 97202. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) Robert Riggs.

**M 675 EUGENE/CORVALLIS/BEND**—Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-344-6306) Bus. Agt.: Rocky Haffner.

**TBR&SE 793 PACIFIC NORTHWEST**—Dave Bishop, P.O. Box 94282, Seattle, WA., 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

**PACIFIC NORTHWEST**

**SM 48**



**M 152 HAZELTON**—Nicholas St. Mary, P.O. Box 24, Hazleton, 18201. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.

**S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM**—Frank lafrate, P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Eric Wills.

**M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN**—Robert Van Horn, 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 WARREN COUNTY, PA/JAMESTOWN/CHAUTAUQUA, NY**—Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY**—Judi S. Miller, 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Charles Reynolds.

**M 329 SCRANTON/PITTSTON**—Patricia Martin, 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin (570-650-3607).

**SM 489 GREATER PITTSBURGH AREA**—Cassie Ross Eccles, P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: George Jaber.

**M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV**—Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

**M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)**—Patrick Gianella, 321 Fingal Street, Pittsburgh, 15211. (412-431-0264) (Fax: 412-431-0264) Bus. Agt.: Patrick A. Gianella.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGSGROVE/INDIANA**—Roger Tharp, IV, P.O. Box 394, State College, 16804. Bus. Agt.: Fred Park, Jr. (814-883-0769).

**T&T 752 PHILADELPHIA**—Jerry Kelly, P.O. Box 976, Bala Cynwyd, 19004-0976. (215-431-5184) Bus. Agt.: Daniel Ahearn.

**TWU 787 PITTSBURGH**—Deborah Termini, 9 Beltzhoover Ave., Pittsburgh, 15210-1009. (412-471-7787) (Fax: 412-471-7787) Bus. Agt.: Joan Goughler (412-443-1366).

**TWU 799 PHILADELPHIA/CAMDEN, NJ**—Susan Calaciura, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 856-488-6368) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

**TBSE 804 PHILADELPHIA**—Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (215-922-4594). Bus. Agt.: Debbie Harris.

**TBSE 820 PITTSBURGH**—David Ferry, P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marji Murphy.

**T&T 862 PITTSBURGH**—Nancy Regan, 655 Penn Avenue, Pittsburgh, 15222. (412-456-7026) Bus. Agt.: Luke Doyle.

**TBSE 902 JOHNSTOWN/ALTOONA**—Bob Hess, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Joe McGinty.

**PUERTO RICO/VIRGIN ISLANDS**

**M 494 PUERTO RICO/U.S. VIRGIN ISLANDS**—Mitzy Ann Ramirez, 259 Chile Street, Suite D, San Juan, PR 00918 (787-764-4672) (Fax: 787-765-3459).Bus. Agt.: Luis Estrella.

**RHODE ISLAND**

**M 023 STATE OF RHODE ISLAND**—John Brennan, 90 Printery Street, Providence, 02904. (401-225-2308) Bus. Agt.: Patrick Ryan, 6 Driftwood Drive, Barrington, RI 02806.

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

**TW, MA&HS 830 STATE OF RHODE ISLAND**—Deborah Voccio, P.O. Box 5915, Providence, 02903. (401-527-5009) (Fax: 401-615-2195) Bus. Agt.: Frances Howe, 85 Pine Hill Road, North Scitvate, 02857. (401-647-9333).

**SOUTH CAROLINA**

**M 333 CHARLESTON/MYRTLE BEACH**—Michael Coffey, P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes.

**M 347 COLUMBIA**—Vivian Vandegrift, P.O. Box 8876, Columbia, 29202 (803-394-1896) (Fax: 866-925-3475) Bus. Agt.: James Harwell (803-240-0111).

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

**SOUTH DAKOTA**

**S 220 SIOUX FALLS**—Terry Bader, P.O. Box 2040, Sioux Falls, 57101. (605-521-9335) Bus. Agt.: Paul J. Wyatt.

**M 503 MITCHELL/HURON**—Wade R. Strand, 25798 409th Street, Mitchell, 57301. (605-996-7533) Bus. Agt.: Tony Palli (605-996-1591).

**M 731 RAPID CITY/BLACK HILLS AREA**—Keith Koball, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: John Henderson (605-391-1837).

**TENNESSEE**

**S 046 NASHVILLE**—Deborah McCarley, 211 Donelson Pike, #202/203, Bldg A, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Michael J. Gilbert.

**S 069 MEMPHIS**—Allen Byassee, 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994)(Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

**S 140 CHATTANOOGA**—R.E. Hobgood, P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-876-7985) Bus. Agt.: Chris Keene.

**S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG**—Charles J. Flenniken, P.O. Box 946, Knoxville, 37901. (865-256-6001) Bus. Agt.: Ronald Carrell.

**SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI**—Theresa Morrow, 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Robert Hill.

**M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA**—Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

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

**TWU 894 KNOXVILLE**—Leslie Percelly, P.O. Box 14653, Knoxville, 37914. (865-659-9701) (Fax: 865-546-2135) Bus. Agt.: Roland Harkness.

**TWU 915 NASHVILLE**—Barbara W. Sullivan, P.O. Box 383, Hermitage, 37076 (615-883-8023) (Fax: 615-851-6055). Bus. Agt.: Judy Resha (615-851-6055).

**TEXAS**

**S 051 HOUSTON/GALVESTON**—Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Butch Lange.

**S 076 SAN ANTONIO**—Carl Lenhart, 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

**S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE**—Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Dale Domm.

**S 127 DALLAS/GRAND PRAIRIE/MCKINNEY**—Senita Peck, 4116 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: Carl Labry.

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

**M 183 BEAUMONT/PORT ARTHUR/ORANGE**—Marie Pinner, 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: Larry Allen.

**M 205 AUSTIN**—Michelle Lehman, P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Jon Maloy.

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

**M 331 TEMPLE/KILLEEN/BRYAN/WACO**—Darrell Dyer, P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William Sproul.

**M 378 WICHITA FALLS**—Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

**SM 484 STATE OF TEXAS**—Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

**M 604 CORPUS CHRISTI/HARLINGEN/McALLEN/BROWNSVILLE**—Doug Hopkins, P.O. Box 61145, Corpus Christi, 78466. (361-728-4664) Bus. Agt.: Edgar Arnold Garcia.

**TBSE 796 STATE OF TEXAS**—Frank Trevino, P.O. Box 70826, Houston, 77270. Bus. Agt.: Andrew Benz.

**TWU 803 DALLAS/FORT WORTH**—Vicki Neumann, P.O. Box 570574, Dallas, 75357 (214-385-5248). Bus. Agts.: (Dallas) Patsy F. Neumann (214-352-8418)(Fax: 214-352-8418); (Fort Worth) Kathy Neel Gentry (817-834-4256) (Fax: 817-834-4256).

**M 865 ODESSA/MIDLAND/LUBBOCK**—Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (432-381-2500) (Fax: 432-530-2223) Bus. Agt.: Lamont Furlow.

**TWU 896 HOUSTON**—Kathleen Pecha, P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Glinda Anderson.

**AMPE 920 DALLAS/FORT WORTH**—Paul Thompson, 4841 W. Royal Lane, Irving, 75063 (972-929-1913) (Fax: 972-929-3651). Bus. Agt.: David Dick.

**UTAH**

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO**—Reed Fanning, 526 West 800 South, Salt Lake City, UT 84101. (801-359-3552) (Fax: 801-532-6227) Bus. Agt.: Patrick Heltman.

**EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO**—Brian Faulkner, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0715) Bus. Agt.: Brian Faulkner.

**VERMONT**

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

**S 919 BURLINGTON, VT/HANOVER/LEBANON, NH**—Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

**VIRGINIA**

**S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC**—John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

**M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON**—Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

**S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA**—Robert Walton, P.O. Box 100, Sandston 23150 (804-539-6205). Bus. Agt.: John Fulwider (804-564-6698)(Fax: 804-746-1601).

**M 264 NEWPORT NEWS/HAMPTON/WILLIAMSBURG**—Trustees: Int'l Representatives: Mark Kiracofe and Scott Harbinson, P.O. Box 9124, Hampton, 23670. (757-838-9045) (Fax: 757-838-1066).

**S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH**—Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

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

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV**—Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

**M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN**—Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

**WASHINGTON**

**S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/LONGVIEW**—Noel Clayton, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agts.: (Stage) Jeff Manzolli; (Proj.) Brian Whitish.

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID**—Jill Scott, P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

**SM 488 PACIFIC NORTHWEST**—Linda Bloom, 4949 S.E. 26th Ave., Portland, OR, 97202. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen (503-232-1523); (Washington) Robert Riggs.

**TBR&SE 793 PACIFIC NORTHWEST**—Dave Bishop, P.O. Box 94282, Seattle, WA, 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

**TWU 887 SEATTLE**—Rita M. Brown, 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Della Mulholland.

**WEST VIRGINIA**

**M 064 WHEELING, WV/STEBENVILLE, OH**—Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnechia (304-639-2516) (Fax: 304-242-6134).

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

**M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH**—Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**M 578 NORTH CENTRAL WEST VIRGINIA**—R.A. Nethken, P.O. Box 293, Morgantown, WV 26507. (304-296-7549) (Fax: 304-293-3550) Bus. Agt.: William Delbridge.

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV**—Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

**WISCONSIN**

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

**M 141 LaCROSSE**—Trygve Zielke, N 2528 Baker Road, La Crosse, 54601. (608-787-7667)(Fax: 608-787-0610) Bus. Agt.: William Timm.

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

**M 251 MADISON/COLUMBIA/SAUK COUNTY-WISCONSIN RAPIDS/ MARSHFIELD/WAUSAU**—Richard Comfort, P.O. Box 3351, Oshkosh, 54911. (866-426-4707) Bus. Agt.: Stephen Dedow.

**TWU 777 MILWAUKEE**—William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, W346 N5708 North Lake Drive, Oconomowoc, 53066 (262-567-1863) (Fax: 262-567-1863).

**WYOMING**

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

**M 426 CASPER**—Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

**Local Secretaries and Business Agents of the Special Department Locals**

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

Reference Letters:

**AAE** Amusement Area Employees

**AE** Arena Employees

**AFE** Arena Facility Employees

**AMTS** Admissions, Mutual Ticket Sellers

**B** Back Room, Film Exchange Employees

**BPTS** Ball Park Ticket Sellers

**F** Front Office, Film Exchange Employees

**MT** Mail Telephone Order Clerks

**T** Theatre Employees - Special Departments

**TSA** Ticket Sales Agents

**CALIFORNIA**

**T B18 SAN FRANCISCO**—Christine Costello, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Christine Costello.

**T B32 SAN JOSE-SANTA CLARA COUNTY**—Carol Jossi, P.O. Box 2832, Santa Clara, 95055. Bus. Agt.: Nancy Williams.

**T B66 SACRAMENTO**—Doris Goodwin, P.O. Box 19063, Sacramento, 95819. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: Richard Allen.

**AAE B192 HOLLYWOOD**—Frank Treppa, 10999 Riverside Dr., #301, N. Hollywood, 91602. (818-509-9192) (Fax: 818-509-9873) Bus. Agt.: Donna Covert.

**CALIFORNIA SPECIAL BRANCH**—Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

**CANADA**

**T B173 TORONTO/HAMILTON**—Lloyd Ricketts, 8 Lowry Square, Scarborough, Ontario M1B 1N6 (416-724-9067). Bus. Agt.: Chastity Brooker, 187 Park Street, South, Apt. 15E, Hamilton, ON L8P 3E9.

**T B848 GLACE BAY, NS**—David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

**T B898 ST. JOHN'S, NL**—Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

**T B906 CHARLOTTETOWN, PE**—Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, CIA 1J1. (902-628-1864) (Fax: 902-566-





**INDIANA**

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

**MASSACHUSETTS**

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

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

**MICHIGAN**

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

**MINNESOTA**

**T B26 MINNEAPOLIS-ST. PAUL**—International Officer-In-Charge: Timothy Magee, 20017 Van Dyke, Detroit, MI 48234. (313-368-0825) (Fax: 313-368-1151).

**MISSOURI**

**T B2 ST. LOUIS**—Robert Horan, 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (314-503-3706).

**NEW YORK**

**T B90 ROCHESTER**—Rick Welch, 100 Lakecrest Avenue, Rochester, 14612. (585-415-8585) (Fax: 585-724-7667) Bus. Agt.: Mike Povio.

**MT B751 NEW YORK**—Curtis Bunche, P.O. Box 20561, New York, 10129.

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

**AFE AE936 ALBANY**—Cory Straker, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

**OHIO**

**T B27 CLEVELAND**—Patrick Duffy, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns.

**T B38 CINCINNATI**—Jay Brewer, 252 Stokesay St., Ludlow, KY 41016. (859-291-3393) Bus. Agt.: Thom Brannock.

**T B148 AKRON**—Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

**AMTS B754 CINCINNATI**—Johnna Koehler, P.O. Box 54255, Cincinnati, 45254. (937-444-3923) (Fax: 937-444-3923) Bus. Agt.: Robert Fields.

**OKLAHOMA**

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

**OREGON**

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

**PENNSYLVANIA**

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

**TEXAS**

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

**WISCONSIN**

**T B46 CHICAGO, IL/MILWAUKEE, WI**—Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

**DISTRICT SECRETARIES**

**District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)**—Delia Mulholland, 2800 First Avenue, Suite 229, Seattle, WA 98121 (206-478-8877) Web site: <http://www.districtone.com>; Email: [district.one@twu887.org](mailto:district.one@twu887.org).

**District No. 2 (California, Nevada, Arizona & Hawaii)**—Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Web site: [www.iadistrict2.org](http://www.iadistrict2.org); Email: [ebrown@iadistrict2.org](mailto:ebrown@iadistrict2.org)

**District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)**—James E. Flanders, 152 Old Colony Avenue, South Boston, MA 02127. (617-268-5595) (Fax: 617-269-6252).

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

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

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

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

**District No. 8 (Michigan, Indiana, Ohio & Kentucky)**—Rick Madison, 119 West Breckinridge Street, Louisville, KY 40203 (502-587-7936) (Fax: 502-587-3422). Email: [iatse17@bellsouth.net](mailto:iatse17@bellsouth.net).

**District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)**—Ira Alper, P.O. Box 762, Rosemont, IL 60018 (847-778-0809) (Fax: 888-799-9973).

**District No. 10 (New York, New Jersey)**—John K. Hill, 171 East Side Drive, Ballston Lake, NY 12019 (518-399-2085) (Fax: 518-384-1817). Email: [jhill11@nycap.rr.com](mailto:jhill11@nycap.rr.com)

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**UNION-MADE-in-the-USA  
Cars, Trucks and SUVs**

**SUPPORT UNION JOBS**

A guide to 2010 cars, trucks, SUVs and vans made by union members in the U.S. and Canada



**UAW cars**

- Buick Lacrosse
- Buick Lucerne
- Cadillac CTS
- Cadillac DTS
- Cadillac STS
- Chevrolet Cobalt
- Chevrolet Corvette
- Chevrolet Cruze
- Chevrolet Malibu
- Chrysler Sebring
- Dodge Avenger
- Dodge Caliber
- Dodge Viper
- Ford Focus
- Ford Mustang
- Ford Taurus
- Lincoln MKS
- Mazda6
- Mitsubishi Eclipse
- Mitsubishi Galant
- Pontiac G6
- Pontiac Vibe
- Saturn Aura
- Toyota Corolla\*

**UAW trucks**

- Chevrolet Colorado
- Chevrolet Silverado\*\*
- Dodge Dakota
- Dodge Ram Pickup\*
- Ford F Series
- Ford Ranger
- GMC Canyon
- GMC Sierra\*\*
- Mazda B-series
- Toyota Tacoma\*

**UAW vans**

- Chevrolet Express
- Ford Econoline
- GMC Savana

**UAW SUVs/CUVs**

- Buick Enclave
- Cadillac Escalade ESV
- Cadillac Escalade/Hybrid
- Chevrolet Suburban
- Chevrolet Traverse
- Dodge Nitro
- Ford Escape/Hybrid
- Ford Expedition
- Ford Explorer
- Ford Explorer Sport Trac
- GMC Acadia
- GMC Tahoe/Hybrid
- GMC Yukon/Hybrid
- GMC Yukon XL
- H2 Hummer
- H3 Hummer
- Jeep Commander
- Jeep Compass
- Jeep Grand Cherokee
- Jeep Liberty
- Jeep Patriot
- Jeep Wrangler
- Lincoln Navigator
- Mazda Tribute/Hybrid
- Mercury Mariner/Hybrid
- Mercury Mountaineer
- Mitsubishi Endeavor
- Saturn Outlook

**UAW/CAW vans**

- Chrysler Town & Country
- Dodge Grand Caravan
- Volkswagen Routan

**CAW cars**

- Chevrolet Camaro
- Chevrolet Impala
- Chrysler 300
- Dodge Challenger
- Dodge Charger
- Ford Crown Victoria
- Lincoln Town Car
- Mercury Grand Marquis

**CAW SUVs/CUVs**

- Chevrolet Equinox
- Ford Edge
- Ford Flex
- GMC Terrain
- Lincoln MKT
- Lincoln MKX
- Pontiac Torrent

All these vehicles are made in the United States or Canada by members of the United Auto Workers and Canadian Auto Workers (CAW). Because of the integration of U.S. and Canadian vehicle production, all these vehicles include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (\*) are produced in the United States and another country. The light-duty (LD) crew cab versions of the vehicles marked with a double asterisk (\*\*) are manufactured only in Mexico; other models are made in the United States. When purchasing one of these models, check the Vehicle Identification

Number (VIN). A VIN beginning with "1," "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle. Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union-made.