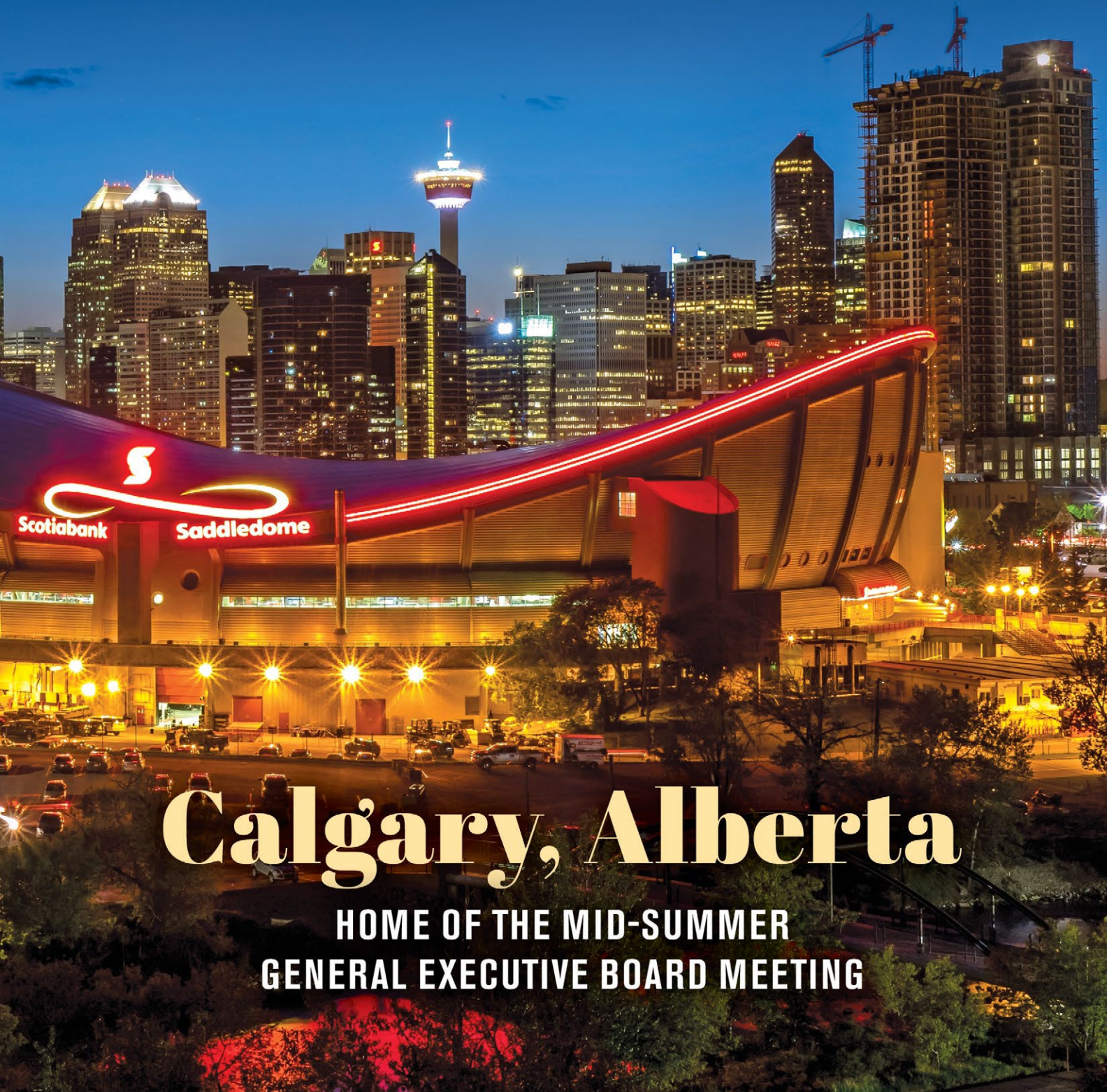


THE OFFICIAL  
IATSE

[www.iatse.net](http://www.iatse.net)

NUMBER 685  
THIRD QUARTER, 2024

# Bulletin



## Calgary, Alberta

HOME OF THE MID-SUMMER  
GENERAL EXECUTIVE BOARD MEETING

INSIDE: ► GENERAL EXECUTIVE BOARD MINUTES



# Stand Up, Fight Back!

The Stand Up, Fight Back campaign is a way for the IATSE to stand up to attacks on our members from anti-worker politicians. The mission of the Stand Up, Fight Back campaign is to increase IATSE PAC contributions so that the IATSE can support those politicians who fight for working people and stand behind the policies important to our membership, while fighting politicians and policies that do not benefit our members.

The IATSE, along with every other union and guild across the country, has come under attack. Everywhere from Wisconsin to Washington, DC, anti-worker politicians are trying to silence the voices of American workers by taking away their collective bargaining rights, stripping their healthcare coverage, and doing away with defined pension plans.

## Help Support Candidates Who Stand With Us!

For our collective voice to be heard, IATSE's members must become more involved in shaping the federal legislative and administrative agenda. Our concerns and interests must be heard and considered by federal lawmakers. But labor unions (like corporations) cannot contribute to the campaigns of candidates for federal office. Most prominent labor organizations have established PAC's which may make voluntary campaign contributions to federal candidates and seek contributions to the PAC from union members. To give you a voice in Washington, the IATSE has its own PAC, the IATSE Political Action Committee ("IATSE PAC"), a federal political action committee designed to support candidates for federal office who promote the interests of working men and women.

*The IATSE PAC is unable to accept monies from Canadian members of the IATSE.*



## Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



I hereby authorize the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States Political Action Committee, hereinafter called the IATSE PAC to initiate a deduction from my credit card.

This authorization is to remain in full force and effect until the IATSE PAC has received written notification from me of its termination in such time and in such manner as to afford the parties a reasonable opportunity to act on it.

Check one:  President's Club (\$40.00/month)  Leader's Club (\$20.00/month)  Activist's Club (\$10.00/month)

Choose one:  Or authorize a monthly contribution of \$ \_\_\_\_\_  Mastercard  Discover  
 Authorize a one-time contribution of \$ \_\_\_\_\_ (\$10.00 minimum)  VISA  American Express

Card #: \_\_\_\_\_ Expiration Date (MM/YY): \_\_\_\_/\_\_\_\_ Card Security Code: \_\_\_\_\_

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_ Last 4 Digits of SSN \_\_\_\_\_ Local Number \_\_\_\_\_

Print Name \_\_\_\_\_ Email \_\_\_\_\_ Phone Number \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ State/Zip Code \_\_\_\_\_

Billing Address \_\_\_\_\_ City \_\_\_\_\_ State/Zip Code \_\_\_\_\_ Occupation/Employer \_\_\_\_\_

This Authorization is voluntarily made based on my specific understanding that:

- The signing of this authorization card and the making of contributions to the IATSE PAC are not conditions of membership in the union nor of employment with the Company and that I may refuse to do so without fear of reprisal.
- I am making a contribution to fund-raising efforts sponsored by IATSE PAC and that the IATSE PAC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal, and addressing political issues of public importance.
- Federal law requires the IATSE PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of employer of individuals whose contributions exceed \$200 in a calendar year.
- Contributions or gifts to the IATSE PAC are not deductible as charitable contributions for federal income tax purposes.
- Any contribution guideline is merely a suggestion and I may contribute more, less or nothing at all without favor or disadvantage from IATSE.
- The IATSE PAC is unable to accept monies from Canadian members of the IATSE.

RETURN TO: IATSE PAC~ c/o 100 Centennial Street, #2186, LaPlata, MD 20646

## Features

**REPORT OF THE MID-SUMMER GENERAL EXECUTIVE BOARD MEETINGS** ..... 12  
Calgary, Alberta, July 22-26, 2024

**FINANCIAL STATEMENT OF THE IATSE** ..... 71  
For the Years Ended in April 2023 And 2024

**54TH ANNUAL SCHOLARSHIP AWARDS** ..... 90  
Of The Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation



## Departments

**PRESIDENT'S NEWSLETTER** ..... 5

**GENERAL SECRETARY-TREASURER'S MESSAGE** ..... 7

**POLITICAL AND LEGISLATIVE** ..... 8

**MOTION PICTURE & TELEVISION PRODUCTION** ..... 10

**EDUCATION & TRAINING** ..... 84

**TRADESHOW** ..... 93

**STAGECRAFT** ..... 94

**IATSE WOMEN'S CONNECTION** ..... 96

**GREEN COMMITTEE** ..... 97

**PRIDE** ..... 98

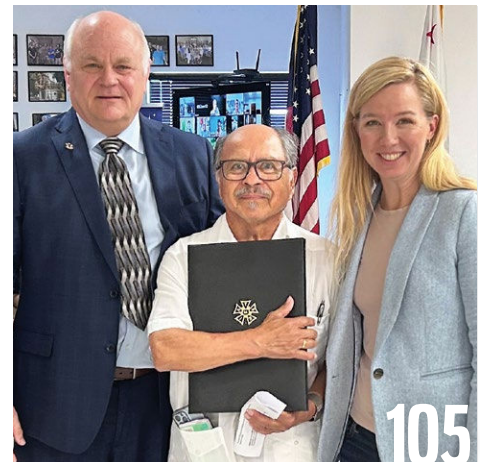
**DIVERSITY, EQUITY AND INCLUSION** ..... 100

**CREW SHOTS** ..... 101

**LOCAL UNION NEWS** ..... 102

**IN MEMORIAM** ..... 110

**DIRECTORY OF LOCAL SECRETARIES AND BUSINESS AGENTS** ..... 113



**James B. Wood**  
Editor

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# IATSE

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# A Call to Action

*The time is upon us to play a role in determining the future of America. Each member in the U.S. must realize that their action, or lack thereof, will affect our future. This is true not only relative to the Presidential election, but will also bear upon the future of the Congress with close margins to keep control of the Senate, and take back the House of Representatives. There are serious consequences ahead of us if we don't show up big this time.*

Threats to defund and dismantle the National Labor Relations Board, the agency that oversees certifying elections when workers express their collective and democratic choice to unionize is a direct attack on workers' rights. It will ultimately reduce union density and sap unions' finances and political influence. That's their goal.

The President appoints the Secretary of the Department of Labor which has federal oversight responsibility for a variety of important worker related interests. Among them are wage and hour enforcement and health and safety regulations. A Trump appointee would naturally favor relaxing enforcement against violations because they are costly to corporations. Many of these corporations are the employers with which US unions bargain. Simple as that.

Making it more difficult for unions to grow and thrive by impeding organizing is a long term game plan to benefit corporations versus workers. Those corporate interests fund the campaigns of politicians that oppose labor rights. Essentially legislators are beholden to corporate giants that got them their jobs. While it's unfortunate that's how politics work in the U.S., it's a reality. The way to offset the power corporations accumulate through politics is to fight back by donating, volunteering, supporting and voting for candidates that support us. That means action.

Perhaps the most troubling is the potential for irresponsible appointments to courts of partisan Trump allies, from federal judges to Supreme Court Justices. Lifetime appointment of anti-progressives charged with undoing the protections we've fought so hard for in the labor movement. We've already seen the devastating impact of Trump policies intruding into the sanctity of law and long standing precedent.

These are just some of the severe consequences political complacency will create. Joe Biden did the right thing for



 @matthewloeb

MATTHEW D. LOEB

America. He stepped down after a distinguished career as an historic champion of labor and workers, to make way for a new, capable, strong and determined leader in Kamala Harris. She fights for workers, for unions, for fairness and for justice, and she always has. She has experience, not just rhetoric. She has a plan that focuses on workers first. She is a tireless proponent of the same values as us. Give people a fair chance at a more secure future. A real chance to prosper through hard work. To be able to take a sick child to the doctor, care for aging parents and retire in dignity. Every worker deserves that and she's committed to getting us there. But there's work to do.

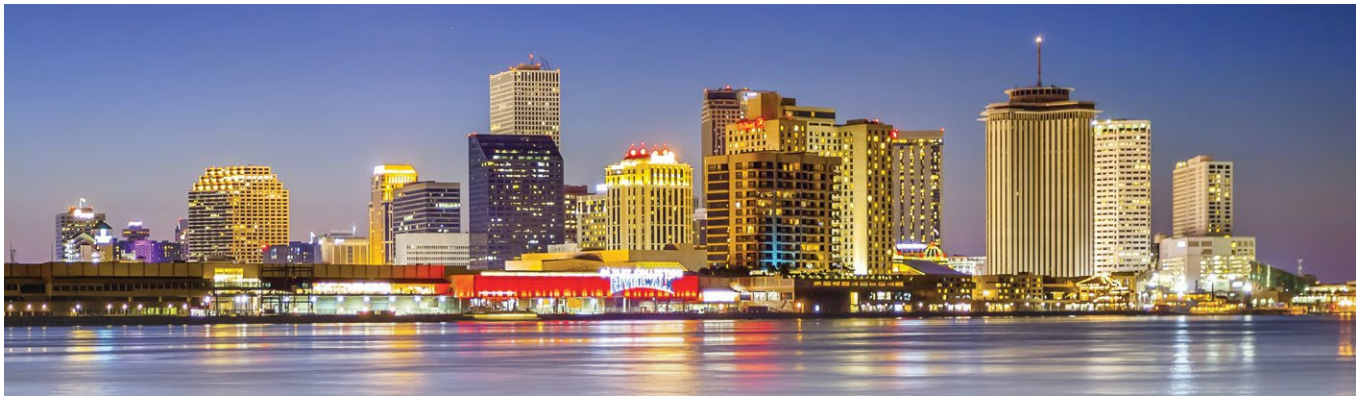
We need to get our members and their families registered and get them to mail ballots and vote at the polls. We need to identify the important races up and down the tickets so we can get new and better legislation by supporting the right candidates for office. And help out however possible in the battleground states which are so crucial to win. Use the resources available from our Political and Legislative Department to find out how to help at [iatse.co/politicallegislative](http://iatse.co/politicallegislative).

Please do your part. We have always achieved our goals through our solidarity and collective action. This election is no different but easily as important as any of our endeavors. Politics, like bargaining, is an environment that we can influence to benefit our members. If we don't engage it's a lost opportunity to do so.

It's a privilege to engage in the democratic process and do what's right for our union, the labor movement, workers in general and the nation at large. Let's all show up and get Kamala Harris and Tim Walz elected.

Be safe and stay well. In solidarity...

▶ WWW.IATSE.NET



## OFFICIAL NOTICE

**This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at The New Orleans Marriott, 555 Canal Street, New Orleans, Louisiana 70130, at 9:00 a.m. (CDT) on Monday, January 27, 2025, and will remain in session through and including Friday, January 31, 2025. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting. Local Union representatives planning to attend the meeting must make hotel reservations with The New Orleans Marriott by calling 1-800-228-9290. Guest room rate for the IATSE is from \$240 USD, 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: Friday, January 3rd, 2025.**

## QUARTERLY REPORTS

**Local unions are reminded that in order for the International to have accurate membership information, Quarterly Reports must be filed in a timely manner.**

**Article Nineteen, Section 7 of the International Constitution and Bylaws states in part: "It shall be mandatory upon each affiliated local union to make a quarterly report no later than thirty days following the end of each quarter." Therefore, Quarterly Reports**

**are due no later than April 30, July 30, October 30 and January 30 of each year.**

**If the number of changes for a local union does not fit in the space provided on the Quarterly Report, it is acceptable to write, "see attached list" on the form and attach such a list. It is not necessary to submit multiple Quarterly Reports in order to accommodate a large number of changes**

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**Downloadable versions of The Official Bulletin are posted on our website: [www.iatse.net](http://www.iatse.net). Permission must be granted by the IATSE before reprinting or distributing any portions.**

## BULLETIN AND PHOTO SUBMISSION GUIDELINES

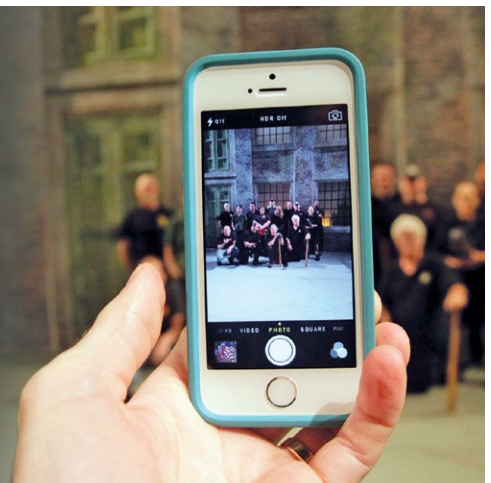
Please send your Bulletin submissions to [bulletin@iatse.net](mailto:bulletin@iatse.net).

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

JPEG or TIFF file formats only please.

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

Using a smartphone? Please turn it sideways for group shots. Get as close as possible to the subject, but avoid using your phone's zoom function. When emailing photos from a smartphone, please be sure and send the original size or the largest available.





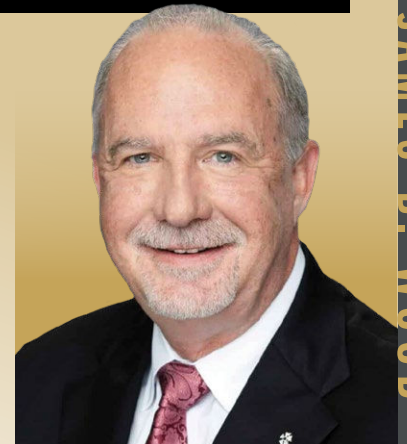
# Why Should I Bother To Vote?

*This unfortunately is the response that is provided when you ask individuals if they are planning to vote in an election and the percentage of American and Canadian voting-eligible citizens that answer this way is almost identical.*

Depending on which study or statistics you read, the percentage of citizens in either country that cast a vote in national elections is in the low sixty percent range. State/Provincial elections have an even lower participation rate and local elections are even lower than that. According to the Pew Research Center, in the 2020 U.S. Presidential election, sixty-six percent of the eligible voters participated and amazingly this relatively low percentage was the highest level since 1900!

I understand that the system is far from perfect, and that legitimate frustration exists amongst the electorate. Those we elect often break their promises and appear to not represent the views of their constituency. It is easy to become disillusioned. However, the one thing that is certain is that politicians want to keep their jobs, and they know that every few years they need to “consult” with the electorate and they have to survive a “job evaluation” otherwise known as an election. Higher voter participation equates to more responsive politicians.

The spotlight is now on the upcoming U.S. election, and within a year or less, Canadians will get their chance to participate in their Federal election. In the United States the differences in policies and philosophies of the two political



JAMES B. WOOD

parties have never been starker. The ability of the next President to nominate and the Senate to confirm not only Supreme Court justices, but court of appeals and district court judges make the votes we cast in the Presidential and Senate elections particularly critical. It is the courts which ultimately shape our future society because they are the firewall to political overreach. They can stop it, or they can enable it, depending on what philosophy they have brought to the bench.

The opinions you have on various candidates and issues in this election are personal ones, but an opinion doesn't matter much unless you cast your ballot. However, before you do, please investigate where the politicians you are considering supporting stand on labor issues and whether they have been a supporter of or an opponent of laws affecting working people. Also consider in what direction the policies of the politicians you are supporting take our society. Not only in the short-term, but in future years when you are retired, and your children are trying to raise a family.

In this election and all levels of future ones, I encourage you to make a positive difference by ensuring that you and every voting-eligible person in your household is registered and goes to the polls to cast their votes. Make your voice heard. You will be glad you did.

# IATSE Endorses Kamala Harris for President of the United States, Expresses Gratitude to President Biden

The General Executive Board voted unanimously to extend its endorsement to Vice President Kamala Harris for President of the United States on July 22nd, following President Joe Biden's decision not to seek reelection and his subsequent full support and endorsement of VP Harris' candidacy.

The Biden-Harris White House has been the most pro-union administration in history and Vice President Kamala Harris has played a pivotal role in delivering landmark policies and legislation to benefit IATSE workers.

In her capacity as Vice President, Harris cast the tie-breaking vote in the Senate to pass the American Rescue Plan Act, providing IATSE members

the pandemic relief they needed to pay the bills and stay safe until a return to work was possible.

As chair of the White House Task Force on Worker Organizing and Empowerment, Vice President Harris engaged IATSE to provide input on executive actions that will increase worker organizing and empowerment in our industries. She then joined President Biden in inviting a young

IATSE organizer to the White House to lift up our organizing successes in animation.

“President Biden's legacy as the most effective champion for America's workers to ever occupy the White House is indisputable,” said International President Matthew D. Loeb. “His unrelenting support of IATSE workers and the labor movement cannot be overstated. I'm proud to convey the



Vice President Harris marches with Local 728, Studio Electrical Lighting Technicians



Vice President Harris meets International Vice President, Craig Carlson



immense gratitude of the IATSE membership for his lifetime of public service and unparalleled leadership. We honor his decision not to run for reelection and are committed to doing whatever it takes to elect Vice President Kamala Harris this November. We are united in our mission to deny Donald Trump, who crossed an IATSE picket line in 2004, another four years of assaulting workers' rights, undermining unions, and jeopardizing our democracy.”

The Biden-Harris administration has actively sought to include the voices of IATSE behind-the-scenes entertainment workers in decisions that impact our industries and workplaces. IATSE has had a seat at the table and



President Biden and Vice President Harris with Animation Guild, Local 839, member Rachel Gitlevich in the Oval Office

unprecedented opportunities to weigh-in on policy decisions that impact our members. We have every confidence that will continue under Vice President Kamala Harris’ leadership.

Powered by the strength of the IATSE membership, we will put the full weight of our Alliance behind Kamala Harris for President and build on the progress we’ve made the last four years.

## IATSE FOR HARRIS WEBPAGE (IATSE.CO/HARRISWALZ)

The Political/Legislative Department has developed an IATSE for Harris webpage on IATSE.net in collaboration with the Communications Department to amplify our endorsement of Kamala Harris for President. It can be found at [iatse.co/harriswalz](http://iatse.co/harriswalz).

The webpage highlights specific examples where Vice President Harris has engaged directly with IATSE members and the International. It details the Biden-Harris administration’s record of support on issues affecting IATSE.

There is also a segment of the page dedicated to “Just the Facts” – Remembering the Labor Record of the Trump Administration, which made workplaces more dangerous, anti-union forces more formidable, and our retirement security more uncertain.

The IATSE for Harris webpage is our foundation for messaging the 2024 presidential race and establishing the IATSE-specific contrast between Harris and Trump. The Department intends to highlight the webpage with the IATSE membership through all modes of our 2024 political program to frame the choice we have this November. After four years of proven advocacy and policies to benefit workers, the candidate that supports IATSE members and working people is clear. Vice President Harris has consistently stood with us and we’re going to stand with her.

Vice President Harris with International Representative, Liz Pecos at the New Mexico Federation of Labor



In 2004, Donald Trump crossed the IATSE picket line of “The Apprentice,” where crew members of the reality TV show were speaking up together to get paid fairly for the work they did.

# MOTION PICTURE & TELEVISION PRODUCTION

## BULLETINS

Reviewing the Memorandum of Agreements for the Basic, Local, Videotape and Area Standards Agreements, you would have seen several new bulletins that were created. Just what exactly are bulletins and what purpose do they serve?

Bulletins differ from contract language contained in the Agreements. They are educational resources for the Producers and workers and encourages companies to follow certain guidelines. They are created to address common workplace problems and members and their local representatives can reference the Bulletin language when trying to resolve a problem. However, they are not grievable contract language.

Under the Basic and Videotape Agreement, three new general bulletins were created, with one also applying to those working under the ASA. The first bulletin encourages productions to utilize the applicable Local as a resource for qualified job applicants for non-rostered classifications. The second is to remind productions that grace as it relates to meals "shall not be scheduled nor automatic nor is it intended for

everyday use". These grace provisions are part of the contract language, and if a production is clearly scheduling them, that would be grievable.

The bulletin that is shared between all three contracts addresses appropriate heating and cooling options for worksites for those working at both on and off-production locations. As summers heat up, and winters can be brutally cold, being able to point to the commonsense suggestions contained in this bulletin can help to address uncomfortable working conditions.

Per the new Area Standards Agreement, a bulletin will be issued to productions reminding them of the need to provide clean and adequate restrooms for employees. Also, Producers should make reasonable efforts to provide at least one gender-neutral bathroom and menstrual products in the restrooms.

These bulletins should be retained in the production office. If you'd like a copy of the bulletins, request them from your employer or Local. They are yet another tool of enforcement for your union and you.

---

## STRONGER RIDES AND ROOMS PROVISIONS IN THE BASIC, VIDEOTAPE AND AREA STANDARDS AGREEMENTS

In each contract cycle, the bargaining committees aim to improve safety provisions for members, and we made a number of improvements in the latest round of negotiations.

Although the requirement for a ride or room after a fourteen-hour day (or twelve hours in the secondary zone around Los Angeles) has existed in these contracts for a few cycles, there were improvements to be made. Confusion over who to speak with to request a ride or room, who pays for a ride or room, and how to be reimbursed if an employee was asked to cover the cost, all these questions were an unnecessary burden on our members. Some productions would ask crew members to find their own hotel rooms, which was not acceptable. To make this process as easy for a tired worker to access as possible, there is now clear language in the contracts about this process.

First, the name and contact information for the individual responsible for coordinating rides and rooms must be included on call sheets. It is not optional to include this information; it must be on the call sheet. If you work in a facility without daily

call sheets, ask your department head for this information.

Before, there was no set length of time a room must be reserved for, which could cause an issue if the person accessed the room late at night and was expected to be out by check out. Now, if a room is provided, it must be available to you for the length of your turnaround or until call time, whichever is earlier. This will allow members to properly rest prior to beginning the workday.

If you request a ride or room, the company must pay the full amount up front. No crew member should go out of pocket for a ride or room.

Finally, if a ride is provided, the employer must provide secure parking for your vehicle for the entire time you are away. No longer can it only be protected during work hours.

As these changes are new, if your company is not following the contract, please contact your Local so they can educate the production. If you are too tired to drive, no matter the length of time you have worked, request a ride or room. Everyone deserves to get home safely at the end of the workday.



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## LEADER'S CLUB

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OUR PAC SUPPORTS CANDIDATES AND ELECTED OFFICIALS THAT STAND WITH WORKERS, REGARDLESS OF PARTY AFFILIATION. CONTRIBUTORS MUST BE UNITED STATES CITIZENS OR LAWFUL PERMANENT RESIDENTS OF THE UNITED STATES. SCAN THE QR CODE OR VISIT [IATSEPAC.NET](http://IATSEPAC.NET) TO CONTRIBUTE ONLINE AND ACCESS ADDITIONAL RESOURCES.

FOR RECURRING MONTHLY CONTRIBUTIONS VIA CREDIT/DEBIT CARD IN THE AMOUNTS ABOVE. GO TO [WWW.IATSEPAC.NET](http://WWW.IATSEPAC.NET) TO SIGN UP.



**REPORT OF THE  
GENERAL EXECUTIVE  
BOARD MEETING  
HELD VIA TELECONFERENCE  
MARCH 25, 2024**

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 convened at 10:00 a.m. EDT on Monday, March 25, 2024 via teleconference.

**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

MICHAEL J. BARNES, First Vice

President and Director of Stagecraft

DAMIAN PETTI, Second Vice

President

MICHAEL F. MILLER, JR.,

Third Vice President and Director of

Motion Picture and Television

Production

JOHN LEWIS,

Fourth Vice President and

Director of Canadian Affairs

CRAIG CARLSON,

Fifth Vice President

COLLEEN A. GLYNN,

Sixth Vice President

PAUL F. DEAN, JR.,

Seventh Vice President

CARLOS COTA, Eighth Vice President

and Director of Tradeshow and Display

TONI BURNS, Ninth Vice President

APPLE THORNE, Tenth Vice President

CHRIS O'DONNELL,

Eleventh Vice President

VANESSA HOLTGREWE,

Twelfth Vice President and

Assistant Director of Motion Picture

and Television Production

CARL MULERT,

Thirteenth Vice President

In addition to the members of the Board, present for the meeting were Communications Department Director Jonas Loeb, Representative Benjamin Speight, General Counsel Samantha Dulaney, and Associate Counsel Adrian D. Healy.

**GENERAL OFFICE  
RENOVATION**

President Loeb requested that General Secretary Treasurer James Wood update the Board on the renovation to the General Office. He explained that the International has been in its current location for eleven years. During that time, the International's staff and training/education footprint have increased. Thus, the Board determined that renovations into space that had been leased to tenants were necessary. General Secretary-Treasurer Wood then presented the architects plans for the space which will be multifunctional and used for offices, meetings, webinars, and training. He further stated that the timeline for completion is fall/winter 2024. He advised that he would keep the Board apprised of developments.

**NEW BOARD MEMBER  
INFORMATION**

General Secretary-Treasurer Wood next provided information to the recently elected members of the Board.

**HOLLYWOOD AGREEMENTS**

President Loeb advised the Board that the International and the Alliance of Motion Picture and Television Producers exchanged proposals on February 29, 2024 and negotiations began in person on March 4. He explained that the IATSE, International Brotherhood of Teamsters Local 399 and the Basic Crafts were jointly negotiating the health and retirement benefits as the IATSE and those unions participate in the Motion Picture Industry Health and Pension Plans. Collaborative bargaining such as this had not occurred in a number of years.

President Loeb then asked Vice President Michael Miller to update the Board on the negotiations between the AMPTP and the 13 West Coast Studio Locals. Vice President Miller stated that the Local negotiations were proceeding according to schedule and all parties approached with the level of cooperation and professionalism that were expected. He explained that while the bruising Hollywood strikes of 2023 were not forgotten, the International and Locals were focused on securing their bargaining priorities. Each Local was well prepared and their negotiating committees had attended the collective bargaining trainings conducted by the International. He added that while the International was attending each Local's negotiations, the Locals were negotiating their agreements.



## **AFL-CIO UPDATES**

Finally, President Loeb briefed the Board on the pending Article XX charges (under the AFL-CIO Constitution and Bylaws) involving the Communications Workers of America, which surround the CWA's involvement in organizational campaign activities surrounding game workers within the U.S. and which activities—by the Alliance's allegations—have adversely affected the reputation of the IATSE and the Federation generally.

President Loeb advised the Board that he would keep them apprised of developments.

## **ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 10:50 AM EDT.

## **REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN CALGARY, ALBERTA JULY 22-26, 2024**

### **CALL TO ORDER**

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution,

a Special 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 convened at 9:00 a.m. Mountain Daylight Time (MDT) on Monday, July 22, 2024, held at The Westin Calgary Downtown in Calgary, Alberta.

### **ROLL CALL**

MATTHEW D. LOEB,  
International President  
JAMES B. WOOD,  
General Secretary-Treasurer  
MICHAEL J. BARNES, First Vice President and Director of Stagecraft  
DAMIAN PETTI, Second Vice President  
MICHAEL F. MILLER, JR.,  
Third Vice President and Director of Motion Picture and Television Production  
JOHN LEWIS,  
Fourth Vice President and Director of Canadian Affairs  
CRAIG CARLSON,  
Fifth Vice President  
COLLEEN A. GLYNN,  
Sixth Vice President

PAUL F. DEAN, JR., Seventh Vice President  
CARLOS COTA, Eighth Vice President and Director of Tradeshow and Display  
TONI BURNS, Ninth Vice President  
APPLE THORNE, Tenth Vice President  
CHRIS O'DONNELL,  
Eleventh Vice President  
VANESSA HOLTGREWE,  
Twelfth Vice President and Assistant Director of Motion Picture and Television Production  
CARL MULERT,  
Thirteenth Vice President

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Andrew C. Oyaas, Tuia'ana Scanlan; CLC Delegate Siobhan Vipond; Director of Communications Jonas Loeb; Co Director of Broadcast Steve Belsky; Assistant Director of Motion Picture and Television Production Chaim Kantor; Assistant Director of Stagecraft Stasia Savage; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Justin



Representatives of the Host Locals 212, 669, and ADC659 Welcome the Official Family and all the attendees to Calgary. Left to Right front row: Local 212 Motion Picture Business Agent Alex Free, Local 212 Stage Vice President Ian Wilson, Associated Designers of Canada (ADC), Local 659 Secretary-Treasurer and Business Agent Simon Rossiter, Local 212 President and International Vice President Damian Petti, International Cinematographers Guild (ICG), Local 669 Vice President Cherise Keown, Prairie ICG President Michael Balfry and Local 212 Secretary-Treasurer Peter Hawrylyshen. Back Row: Local 212 Representative Lee Proudlock, ICG 669 Second Assistant Member at Large Ivona Ries, Prairie Business Agent ICG 669 Rob Rowan, ICG 669 Assistant Business Agent Lindsay MacLeod and ICG 669 Business Agent Wendy Newton.



Conway, Dan'l Cook, Hannah D'Amico, Thom Davis, Colleen Donahue, Rachel Eaves, Chrissy Fellmeth, Jamie Fry, Ron Garcia, William Gladman, Mo Guiberteau, Darin Haggard, Benjamin Hague, Jennifer Halpern, Rajean Hoilett, Charles Howard, Nancy Hum-Balbosa, Krista Hurdon, Cindy Jennings, Kent Jorgensen, Maggie Kraissamutr, Isabelle LeCompte, Jiaming Li, Daniel Little, Steve Lutge, Peter Marley, Rachel McLendon, Monty Montgomerie, Brian Munroe, Mark Patch, Anthony Pawluc, Elizabeth Pecos, Bryant Preston, Amanda Sager, Jeremy Salter, Marisa Shipley, Wade Tyree, Jason Vergnano, and Special Representatives Ben Speight, Tom Guidugli and Joe Short.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 7, Denver-Boulder, CO, 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 18, Milwaukee-Waukesha, WI; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia;

26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI ; 27, Cleveland-Ashtabula-Lorain Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; IN; 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 DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 99, State Of Utah/Noise-Nampa-Caldwell-Twin Falls-Sun Valley, ID./Southern Idaho; 118, Milwaukee-Waukesha, WI; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 205, Austin, TX; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 347, Columbia, SC; 411, Province of Ontario; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 476, Chicago, IL; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/ South Carolina-Savannah, GA; 494, Puerto Rico/U.S. Virgin Islands; 495, San Diego, CA; 500, South Florida, FL; 504, Orange County-Parts of Corona, CA; 509, Duluth, MN; 600, United States; 631, Orlando-Cape Canaveral Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, West-

ern Canada; 671, Province of Newfoundland and Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, States Of ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, and The Cities Of Minneapolis And Louisville; 800, Los Angeles, CA; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/ Yukon Territory; 892, Hollywood, CA; 938, British Columbia; USA829, United States; ACT, New York, NY; ADC659, Canada; ATPAM, New York, NY; AQTIS 514 Province of Quebec ; B27, Cleveland, OH; B192, Hollywood, CA and B778, British Columbia.

## **REPORT OF THE GENERAL SECRETARY-TREASURER**

General Secretary-Treasurer James Wood updated the Board on the finance of the International since the Board's last meeting in January.

### **Audited Financial Statements**

During the past two months, the auditors from the accounting firm of Schultheis & Panettieri have been working with the Finance Department staff to prepare the annual audited financial statements for the year ending April 30, 2024 and they are now



complete. In keeping with past practice, the statements will appear in the Third Quarter 2024 issue of the Official Bulletin.

During the fiscal year, the change in net assets in the General Fund decreased by a little over \$1.3 million which is a result of increasing expenses and the \$4.0 million in charitable contributions that the International made to assist our membership during the SAG and WGA strikes. The net assets in the Convention Transportation and Per Diem Fund have grown to almost \$10 million at year-end and the net assets in the Defense Fund were reduced by almost \$500,000 due to increased education programs and a ramp up in organizing which led to substantially increased legal costs.

The Form LM-2 was reviewed and signed by President Loeb and General Secretary-Treasurer Wood and was filed prior to the deadline of July 30, 2024 (90 days from fiscal year end). This year's LM-2 is 362 pages (last year's was 330 pages) of Department of Labor required information.

### **70<sup>th</sup> Quadrennial Convention**

General Secretary-Treasurer Wood reminded those in attendance that the next convention is now only twelve months away. The main hotel will be the Sheraton Waikiki (the site of the mid-winter 2023 General Executive Board meeting) with additional rooms at the Royal Hawaiian, the Moana Surfrider and the Princess Kaiulani hotels, all of which are within a 5 minute walk of the Sheraton Waikiki.

The Convention will take place from July 28 to August 1, 2025 and the

mid-summer meeting of the General Executive Board will take place the prior week. District Conventions will take place on Sunday July 27th and a PAC Fundraiser will also be held that evening.

A substantial amount of early planning has already been taking place and once this General Executive Board meeting is completed the focus of the Finance Department and many others will begin to be directed to the large amount of preparation that needs to take place to mount such an event.

Delegate packages will begin being sent to Locals in early April of next year once the Local has filed all Quarterly Reports up to and including the 1st Quarter of 2025. The Local must have also purchased per capita stamps in the amount of at least twice the number of members reported on the 1st Quarter Report for 2025 because as per Article Three, Section Five of the International Constitution and Bylaws Locals must be fully paid up to and including the fiscal quarter prior to the opening of the Convention.

The number of delegate votes that a local union is entitled to is based on the average number of members reported on the sixteen Quarterly Reports between the 2nd Quarter 2021 and the 1st Quarter 2025. This number is then used in the formula described in Article Three, Section Three of the International Constitution and Bylaws.

### **General Office Expansion**

The expansion of the General Office to include additional staff workspace as well as a meeting/training space has

been temporarily placed on hold. There are some outstanding issues with the building itself and the New York City Building Department that are blocking the issuance of the necessary permits for work on 5th floor. These issues are being worked through and it is hoped that our project will get back on track this fall.

### **IT Projects**

Since the conclusion of the mid-winter General Executive Board meeting, work has continued on the overhaul of the International's computer system. The rollout to the Locals has been a success and over \$2.0 million in online payments have been processed as well as over 1,400 membership applications have been completed electronically.

Thanks go to Jimmy Rainey, Wesley Vega, Puva Yoka, Sundy Chan, Chandanie Rambharack, Ravina Ramnarain, Sheena Crespo, Davel Hamue, and Gabrielle Yedid as they have met the challenges that we faced internally from such a massive undertaking and worked tirelessly with the programmers to get the system working exactly the way we require to meet the needs of the International.

The constant threat of virus and ransomware attacks has led to a further upgrade to the security on our email system. As part of the Microsoft Office suite subscription all of the International email accounts are already scrubbed and suspicious emails are quarantined and require the user to release the email if desired. However malicious email attacks are becoming more sophisticated by the day and harder to detect. In order to deal with this threat the International



has contracted with Abnormal Security a company that is at the forefront of email protection. Although the company has only been engaged for approximately one month, they have already detected and eliminated 148 advanced attacks to the email system which would equate to over 1,750 attacks annually.

President Loeb began his remarks by thanking Secretary Wood for his work. President Loeb continued his remarks by focusing on the fiscal report, which showed a tough five years, but the IATSE has gone out of its way to use funds to help members out during COVID and the 2023 Hollywood strikes. President Loeb also pointed out how the International is in a unique time in the labor movement and is seeking to grow and capitalize on this moment and provide education to the members.

President Loeb then remarked on the 2025 Quadrennial Convention by requesting members pay attention to the dates and information. The convention is a huge undertaking, and he thanked General Secretary-Treasurer Wood for his work on the logistics of the convention.

Finally, President Loeb focused on the renovations to the IATSE, which is a positive sign for the IATSE. President Loeb concluded his remarks by thanking General Secretary-Treasurer Wood for his work.

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

International Trustees Andrew C. Oyaas, Tui'a'ana Scanlan, and Patricia A. White presented the Report of the Board of Trustees for the period of November 1, 2023 through April 30, 2024 to the

General Executive Board. Trustee Scanlan reported that the Trustees met in the General Office in New York City May 20th through the 22nd, 2024 and reviewed the books, records, and financial accounts of the International and found them to be in order.

President Loeb began his remarks by thanking the Trustees for their conscientious and thorough work. President Loeb continued his remarks by welcoming Tui'a'ana Scanlan to the Board of Trustees.

## **AREA STANDARDS AGREEMENT**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., with International Vice President and Assistant Department Director Vanessa Holtgrewe, International Vice Presidents C. Marielle "Apple" Thorne, Chris O'Donnell, and Carl Mulert, International Trustees Andrew Oyaas and Tui'a'ana Scanlan, Assistant Department Director Chaim Kantor, International Representatives Jamie Fry, Wade Tyree, Liz Pecos, and Marisa Shipley, General Counsel Samantha Dulaney, West Coast Associate Counsel Jake White, and Registered In-House Counsel Michael Short reported on the negotiations for a successor Theatrical and Television Motion Picture Area Standards Agreement (ASA). They were joined by the following members of the ASA bargaining committee: Local 491 Business Agent Darla McGlamery, Local 479 Business Agent Mike Akins, Local 122 Business Representative Robert Morales, Local 38 Business

Representative Joe Miller, Local 209 Business Agent Jim Butler, Local 477 Business Manager James Roberts, Local 478 Business Agent Simonette Berry, Local 480 Business Representative Bryan Evans, Local 489 Business Agent Michael Matesic, Local 477 Business Agent Peter Kurland, Local 493 Business Agent Gordon Heyman, Local 494 Business Agent Neftali Nieves-Reyes, Local 798 Business Representative Rosemarie Levy, Local 798 Business Representative Samantha Reese, Local USA 829 New England Business Representative Kevin Scotto, and Local 720 Business Agent Mike Reininger.

Vice President Miller began with the details of the resounding voter ratification of the 2024 Area Standards Agreement. With a historic turnout 87.2% voted yes. This vote is the culmination of years of preparation for these negotiations, with more member and Local engagement than ever before.

As with the Basic and Videotape Agreement report, and to highlight the remarkable member participation and voter turnout point, Vice President Miller began with a look back at a timeline emphasizing the meetings, proposal creation, bargaining committee education sessions, surveys, and sub-committee meetings over the past year and a half. All this work helped the negotiations committee hone down the almost 500 proposal submissions into a cohesive final package with a clear list of top priorities.

General wages will increase seven percent in year one, four percent in year two and three-and-one-half percent in year three, with an additional two percent





**Left to Right: International Vice President and Local 720 Business Agent Apple Thorne, International Vice President Carl Mulert, International Representative Marisa Shipley, International Vice President and Motion Picture and Television Production Department Director Michael F. Miller Jr., International Vice President and Motion Picture and Television Production Assistant Department Director Vannesa Holtgrewe, Motion Picture and Television Production Assistant Department Director Chaim Kantor and International Vice President Chris O' Donnell.**

annual regional wage adjustment for the next five years. This additional increase applies to the non-Maryland areas of the country, which accounts for more than ninety-five percent of the work done under the Agreement and will bring the non-Maryland rates in line with the Maryland rates in the next cycle of negotiations.

Daily employer-paid benefit contributions for healthcare were dramatically increased and will now be consistent across the United States for all types of production. This new daily rate is as much as a twenty-three percent increase for television production in the non-Maryland areas.

The Agreement has been expanded to include wages, terms and conditions for Advertising-based Video On Demand (AVOD), and Free Ad Supported Television (FAST). All high budget streaming SVOD, AVOD, and FAST episodic series will be treated in the same manner of linear television, regardless of subscriber count and with no delayed second season. The financials of Basic Cable also improved; "All Other Television" rates will now begin in season three, instead of season four, and

unworked holiday pay will increase in seasons two and three.

There were many other gains, as reported by Vice President Miller; Juneteenth is now a recognized holiday, triple time will now be paid after fifteen elapsed hours, the initial invasion of daily and weekend turnaround begins as double time for the first half hour (thereafter calculated at 1/10th increments), thus creating expensive "book ends" to discourage excessively long work days, the "rides or rooms" provisions were strengthened, double time will be paid after twelve hours worked on all productions and, after fourteen consecutive days worked, an employee will either receive a minimum of one day off or on the fifteenth consecutive day they shall be paid an additional hour of straight time for all hours worked until a thirty-two hour rest period is provided. Paid bereavement leave is now codified in the Agreement, and new Artificial Intelligence provisions capturing the work, providing for communication throughout the contract cycle with the employers, and creating employer-funded education opportunities for members lay the groundwork for

all future negotiations over this new technology. In addition, sick leave days increased and are easier to qualify for, nearby and distant hire provisions were improved, such as the Nearby Hire Living Allowance significantly increasing in each year and only contractually designated Production Centers will be recognized, with no further ability to establish a Production Center where a television series or pilot is based, and per diem is increased in each year of the contract. Language has been added regarding firearm safety provisions, Specialized Payments ("hazard pay") will now be paid to those working in close proximity to someone who has negotiated such pay, and employees will be provided with a \$250,000 accidental death and dismemberment insurance for each day they are receiving a Specialized Pay adjustment.

There are new workplace bulletins that will be sent to the employers addressing the need to provide clean and adequate restroom facilities, and another about providing appropriate heating and cooling options when possible for on and off-production locations.



Further job protections were instituted through new requirements regarding subcontracting notification and, prior to hiring employees represented by a Local, the employer must request a list of members from the Local.

Paid preparation time is now codified for Script Supervisors, Make-Up Artists and Hair Stylists, paper checks can be requested by an employee, and production must issue a call time to 'on production' crew for the next day within one hour of general wrap, except in extreme circumstances.

There is much to be proud of in the 2024 ASA and now the Department and Locals begin to prepare for the next round of negotiations by gathering data, listening to members, and policing the new contract across the country.

Vice President O'Donnell remarked that this was his seventh ASA negotiation, and the engagement with and solidarity of the members and Locals was unprecedented. That solidarity carried through to the negotiations where President Loeb and Vice President Miller led the Committee to a historic agreement. The Committee truly rang the towel dry.

Business Agent Akins stated that President Loeb assembled a hugely talented team and provided them with outstanding leadership along with Vice President Miller.

Vice President Holtgrewe thanked Samantha Dulaney, Jake White, and Michael Short from the International's legal team for their hard work during the negotiations, especially during the drafting of the Memorandum of Agreement.

President Loeb thanked the committee for its report. The ASA is a unique contract because of its geographic scope and the Union worked hard to make sure the Employers took measures to address the difficult issues and nuances associated with the contract. President Loeb stated that he engaged in early communications with executive leadership at each Employer to impress that the negotiations were an opportunity to demonstrate that early contract negotiations result in a good deal for the Union and stability for the industry. Indeed, the results of the 2024 negotiations speak for themselves. All of the main priorities identified by the membership were addressed resulting in monstrous financial improvements in the contract. Recounting the history of the ASA, President Loeb remarked that this was the moment that everything came together to bring the contract to maturity. He observed that it was an honor to negotiate the contract with the leadership of the Locals, who were singularly focused on the membership. President Loeb concluded his remarks by recognizing Vice President Miller's leadership and hard work as well as the other members of the IATSE's team, including Vice President Holtgrewe, Assistant Department Director Kantor, International Representative Shipley, General Counsel Dulaney, West Coast Associate Counsel White, Registered In-House Counsel Short, Communications Director Loeb and the rest of the Communications Department, and General Secretary-Treasurer Wood for his help during the ratification process. It really took a village to achieve this great success.

## **BASIC AGREEMENT NEGOTIATIONS**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., with International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President and Assistant Department Director Vanessa Holtgrewe, Assistant Department Director Chaim Kantor, International Representative Marisa Shipley, General Counsel Samantha Dulaney, West Coast Associate Counsel Jake White, and Registered In-House Counsel Michael Short reported on the negotiations for a successor Basic Agreement. They were joined by the following members of the Basic Agreement bargaining committee: Costume Designers Guild, Local 892 Executive Director Brigitta Romanov, Local 695 Business Representative Scott Bernard, Local 871 Business Representative Patric Abaravich, Motion Picture Editors Guild, Local 700 National Executive Director Cathy Repola, Local 706 Business Representative Karen Westerfield, International Cinematographers Guild, Local 600 National Executive Director Alex Tonisson, Local 728 Business Representative-Secretary Greg Reeves, Local 729 Business Representative/Secretary-Treasurer Bob Denne, Local 44 Business Agent Tobey Bays, Local 80 Business Manager DeJon Ellis, Jr., Local 705 Business Representative Adam M. Nestra-West, Art Directors Guild, Local 800 National Executive Director Chuck Parker, Costume Designers Guild Assistant Executive Director Doug Boney, and Local 695 President Jillian Arnold.



Vice President Miller began with a recap of the historically high voter turnout and resounding voter ratification of the 2024 Basic and Videotape Agreement. Turnout and ratification were both high; 86% voted yes with a 70% turnout. This result is the culmination of years of preparation for these negotiations, with more member and Local engagement than ever before. Vice President Miller stated that being engaged drives worker power and worker power drives negotiating power.

The report began with a look back at a timeline highlighting the meetings, proposal creation, bargaining committee education sessions, surveys, multi-local town halls and sub-committee meetings over the past year and a half. All this work helped the committee hone down the almost 500 proposal submissions into a cohesive final package with a clear list of top priorities.

Vice President Miller then went through the gains, noting that the employers came with proposals to eliminate meal periods, increase costs to members for healthcare, but the committee was able to fend these off.

General wages will increase seven percent in year one, four percent in year two and three-and-one-half percent in year three. Many Locals achieved wage improvements for specific classifications within their Local negotiations as well, and unscripted crews achieved an additional three percent in years one and two, with wages reaching the “Dramatic” wages in the Videotape Agreement in year three for most reality programming.

Replenishing the Motion Picture Industry Health Plan and finding new revenue streams—beyond employer-contributions for hours worked—were of utmost importance. Not only are the employers fully funding the almost \$700 million health plan shortfall created by the work stoppages of 2023, but three new residual streams were created, the pension accrual formula was increased, and an additional retirement check will be sent in year one, along with the additional 13th and 14th checks.

The new residuals focus on content made for new media. A new primary market residual will apply to all first-run projects on Subscription Video on Demand (SVOD). Ninety days after appearing on the SVOD channel, money will be generated for every year the production is shown on the service to help fund the health plan.

A secondary market residual was also created and will generate monies when an SVOD program is shown on an Ad-Supported Video on Demand (AVOD) service, Advertiser-supported TV (FAST), free television, or basic cable.

Finally, a third residual will help fund the pension plan. A performance-metric bonus residual will be generated for highly successful programs that meet a certain threshold of views on the SVOD platform.

There were many additional gains, some highlights are: Juneteenth is now a recognized holiday and the unworked holiday percentage will increase, triple time will now be paid after fifteen elapsed hours (unless a better condition applies), the initial invasion of daily and weekend

turnaround now begins as double time for the first half hour (thereafter calculated at 1/10th increments), thus creating expensive “book ends” to discourage excessively long work days, the “rides or rooms” provisions were strengthened, on-call classifications will be paid double time for work on the seventh day in a workweek, paid bereavement leave is now codified in the Agreement, and new Artificial Intelligence provisions capturing the work, providing for communication throughout the contract cycle with the employers, and creating employer-funded education opportunities for members lay the groundwork for all future negotiations over this new technology. In addition, sick leave days increased and are easier to qualify for, severance pay was improved, Movie of the Week rates overall were substantially increased, double time after twelve hours worked is now expanded to more content, various consideration was given for the work stoppage in 2023 regarding qualifying for vacation accrual and pension accrual/credit such that no one will incur a “break in service” for 2023, and, finally, benefits shall be paid for travel days in the same manner that pay is accrued.

With the vast majority of the sideletters being folded into the main body of the contract, Vice President Miller highlighted the numerous improvements made to wages and vacation and unworked holiday pay.

There are three new workplace bulletins to educate employers about abusing “grace” period, providing adequate heating and cooling at the



worksite, and utilizing the applicable local union as a resource for non-rostered job applicants.

Now the Department and Locals begin to prepare for the next round of negotiations by gathering data, listening to members, and policing the new contracts.

Business Representative Bernard praised the exceptional leadership of the West Coast Studio Locals, as well as the leadership and staff of the IATSE West Coast Office. This negotiation was the best thing he has ever been a part of with the Union. He noted that there was not a crack of light between the Locals, and specifically thanked National Executive Director Repola for her work.

National Executive Director Repola stated that she has never before seen the type of solidarity exhibited by the West Coast Studio Locals during these negotiations. Through the many meetings before, during, and after negotiations they made the hard decisions together.

Business Representative Westerfield highlighted the wage parity for hair stylists and thanked Local 706 President Julie Socash and Local 706 Assistant Business Representative Patrice Madrigal.

Executive Director Romanov thanked President Loeb, Vice Presidents Miller and Holtgrewe, and Assistant Department Director Kantor for their assistance in helping her Local achieve historic gains.

Assistant Department Director Kantor praised President Loeb and Vice President Miller for the way they harnessed unprecedented solidarity and brought it to the bargaining table.

Vice President Miller acknowledged the entire IATSE team, including the Legal Department, the staff of the West Coast Office, the Education Department, and West Coast Office Operations Manager Jennifer Fraley.

President Loeb thanked the committee for its report. The solidarity created during these negotiations began at the very outset when the Union developed bargaining training, surveys, and committees to give every opportunity for people to participate in the process. That was followed by a huge turnout at the pre-negotiation rally. The solidarity created the conditions to achieve a transformative contract that will increase security for a workforce that is often only guaranteed one day of work at a time. President Loeb remarked on the importance of the new residuals, which will diminish future shortfalls in the benefit plans and allow the Union to concentrate even more on improving other aspects of the contract. He thanked Local 695 President Arnold and Local 477 Business Agent Peter Kurland for their work on artificial intelligence. He also highlighted the fact that this contract is the first in the industry to provide coverage for AVOD and FAST channels.

President Loeb continued his remarks by praising the top leadership of the local unions, and specifically recognized National Executive Director Repola's work. The leaders of the Locals all showed strength and character that would make their members proud. He concluded his remarks by thanking Vice President Miller, the staff of the West Coast Office, Vice President Holtgrewe,

Assistant Department Director Kantor, General Counsel Dulaney, West Coast Associate Counsel White, Registered In-House Counsel Short, International Representative Shipley, as well as General Secretary-Treasurer Wood for his assistance during the ratification vote.

## **COMMISSION ON ARTIFICIAL INTELLIGENCE REPORT**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael J. Barnes, Michael F. Miller, Jr., John Lewis and Vanessa Holtgrewe, International Trustee Patricia White, Political and Legislative Director Tyler McIntosh, Communications Director Jonas Loeb and General Counsel Samantha Dulaney reported to the Board on their work.

### **Academic Partnership Developments**

During the Commission report at the General Executive Board meeting in Nashville, it was noted that an introductory meeting had taken place between IATSE and the Carnegie Mellon University Block Center for Technology and Society to begin exploring the possibility of engaging Carnegie Mellon to prepare a research project on the potential impact of AI on the work of our members.

After the Board meeting concluded additional discussions were held and The Block Center was engaged to prepare an executive presentation to support the immediate needs of negotiating the Basic Agreement and Area Standards Agreement as well as longer term potential impacts of this technology.



Various IATSE participants, including AI sub-committee chairs Jillian Arnold, President of Local 695, Peter Kurland, Business Agent of Local 492, and International Vice President Vanessa Holtgrewe, collaborated over multiple meetings with CMU experts from a wide range of disciplines including Computer Science, Fine Arts, Engineering, Public Policy, Intellectual Property, Economics and Business. The result was a twenty-three-page White Paper that helped inform the proposals pursued at the bargaining table.

The White Paper emphasized the importance of AI training and literacy, as well as worker participation in technological adoption, the indispensable role of human creativity and expertise in the entertainment industry, the importance of preparation for future change and thus, future nuanced proposals related to this technology.

During negotiations for both the Basic and ASA, the International also engaged Jeff Burke, Associate Dean, Research and Technology; Professor at the UCLA School of Theater, Film and Television (TFT) and is also the co-founder of UCLA TFT's Center for Research in Engineering, Media and Performance. Professor Burke attended both caucus sessions and negotiations with the AMPTP and provided invaluable feedback regarding AI technology and the scope of our proposals.

### **Political/Legislative Developments**

As noted in greater detail in the Political/Legislative Department report,

there has been significant work done by the AI Commission in the political and legislative space.

In February, the International published updates to the IATSE Federal Issue Agenda for the second session of the 118th Congress. A key addition to the agenda is, "Establish safeguards to ensure the fair and ethical use of Artificial Intelligence (AI) and Machine Learning (ML) tools." IATSE is advocating for policies that: Maintain strong copyright and IP laws, and prioritize the people involved in the creative process; require transparency of generative AI training data sets and the use of AI & ML systems; and ensure entertainment workers are fairly compensated when their work is used to train, develop, or generate new works by AI systems.

On April 9th, Representative Adam Schiff (D-CA) introduced the Generative AI Copyright Disclosure Act, a bill to establish transparency with respect to copyrighted works used in building generative AI systems. The Political/Legislative Department provided direct input on the bill language. The legislation introduces critical measures to protect the intellectual property rights of creators in the age of AI. It mandates transparency from companies in disclosing the use of copyrighted works to train AI systems, ensuring creators are informed and have the tools to advocate for credit where due. The Department is continuing to collaborate with Rep. Schiff to advance this effort.

On May 15th, a bipartisan working group led by Senate Majority Leader

Chuck Schumer (D-NY), along with Senators Heinrich (D-NM), Rounds (R-SD) and Young (R-IN), released a roadmap for AI policy in the U.S. Senate. The roadmap summarizes findings from the AI Insight Forums convened last year – participated in by IATSE International Vice President Vanessa Holtgrewe – and identifies policy areas of consensus that merit bipartisan consideration in the 118th Congress and beyond. The International issued a statement welcoming the release of the roadmap and urging Congressional action.

In Canada, the Government of Canada held consultations on generative AI and copyright from October 2023 through January 2024. The consultation focused on the impacts of recent developments in generative AI on the creative industries and considered changes to appropriately balance copyright and technological developments for an evolving Canadian economy.

The IATSE submitted a detailed position paper, and it is expected that the Government will release a report in the coming months.

Vice President Miller added that the International is addressing the impacts of ever evolving technology on members.

President Loeb observed that this is a transitional moment in the industry and indeed the world. Everyone should make efforts to understand and learn about, the technology because the impacts of it are already being felt across society. The International has employed a multipronged approach to



addressing the impacts of AI on crafts and workers. It will continue to engage with academia, all levels of government in the United States and Canada, as well as Internationally, and the private sector to protect the crafts and the workers in those.

## **IATSE CENSUS**

International Representative Liz Pecos appeared to update the Board on the IATSE Member Census. The Delegates to the 69th Quadrennial Convention approved Resolution 18, which required IATSE local unions to create a report consisting of “voluntary demographic information pertaining but not limited to age, race, ethnicity and gender in their membership and send it to the IATSE Diversity Committee to publish through official IATSE communications.” To that end, the International undertook to conduct a first-ever member census. President Loeb assigned Representative Pecos to carry out this task, in consultation with the Worker Institute of Cornell University’s School of Industrial Labor Relations. There was a response rate of 62.1%, which is very high. The survey results were revealed at the January meeting of the Board.

Representative Pecos explained that later this year Locals will receive their own results pertaining to their members’ responses. She expressed deep appreciation to the DEI Committee, Local leadership which encouraged participation, Noah Paiva, Wesley Enofe and staff of the General Office and the General Executive Board which appreciated the importance of this endeavor. Finally, she thanked President

Loeb for entrusting her with this first of its kind assignment. It was a mammoth endeavor, but it challenged her to learn and develop new skills, from which she expanded her abilities.

President Loeb observed that there are times when he must assign someone who has no training or experience in a particular area to carry out a task. Such was the case regarding the IATSE Member Census. He explained that this had not been done in the history of the Alliance. And it was a behemoth endeavor. President Loeb commended Representative Pecos and DEI co-chair Kimberly Butler-Gilkerson for understanding and completing the assignment amazingly. He added that the extraordinary response rate underscores the members’ interest in the Census; thus, it is important for Locals to study and determine member needs.

It is important for the Alliance to know who WE are to determine needs, shortcomings, and goals. The Census enables the International to make corrections, address the needs of the present and to chart the path forward.

## **IATSE STAGECRAFT DEPARTMENT**

International Vice President and Director of Stagecraft Michael J. Barnes, Vice Presidents John Lewis, Craig Carlson, Paul F. Dean, Jr., Trustee Patricia White, Assistant Director of Stagecraft Stasia Savage, International Representatives Peter Marley, Christopher Bateman, Daniel Little, Bo Howard, Steve Lutge, Amanda Sager, Brian Munroe, and Special Representatives Joseph Short and Tom Guidugli updated the Board on the

assignments and strategies implemented since the Stagecraft Department reported in Nashville, Tennessee.

The Department noted that the trends in the Alliance are in line with those previously identified following the post-COVID-19 shutdown. Namely, Locals’ requests for organizing and bargaining assistance continues to increase. Both national and local contract negotiations are resulting in increased wages and improved conditions throughout all Department categories. Organizing activities are widespread and have had a high rate of success.

Factors contributing to these trends remain in place but may be starting to change.

According to reports from the AFL-CIO, nearly 71% of Americans support unions with a favorability rate of 88% for people under age 30. Unemployment rates remain low, hovering around 4%. The agitation in the workforce seems to be tempered as inflation comes down and new workers enter the market. Consolidation of labor brokers is increasing, providing both opportunities and threats. The Presidential Election and down ballot elections in November set the table for dramatic positive or negative change to our industry.

Organizational priorities and bargaining strategies are being driven by economics, focused on two of the Stagecraft sectors reporting strong economic returns. Broadway Shows and amphitheatres and arenas. It is believed that most arenas are managed by Oak View Group and/- or ASM.



To maximize the current opportunity, or if needed defend against a potential upcoming anti-labor shift, the Department has a coordinated strategy in place built around organizing. The investment in organizing by the International has created a “Culture of Organizing” throughout the Department. The increased density has strengthened our bargaining positioning to make future improvements and defend against an eventual pendulum swing.

Since the General Executive Board meeting in January 2024, the International has been engaged directly or through assistance to Locals in over two dozen successful organizing drives. The union’s winning percentage when filing for an election is over ninety percent. National Labor Relations Board election wins have been led by theater workers and are inclusive of all crafts.

Local union organizing drives with positive outcomes include, Local 2, Chicago Jam Productions, Local 7 Denver Live Nation Marquis Theater, Local 7 Live Nation Summit Music Hall, Local 13 Minneapolis Minnesota Children’s Theater Company Twin Cities, Local 13 Minneapolis Minnesota Guthrie Theater, Local 306 New York National Sawdust, Local 322 Charlotte Greenville NC Peace Center, Local 421 Paducah Kentucky Carsen Center, Local 500 Riverside Theater, Local 504 Orange County California Pirates, Local 750 Chicago Illinois Goodman Theater, Local 887 Seattle Washington Child Wranglers at Seattle 5th Avenue, Seattle Rep and Seattle ACT, B192 Los Angeles California Dodger Stadium

Tour Guides, Local B192 Los Angeles California City Walk Ushers.

Multi-Local organizing campaigns with a positive outcome include, Atlantic Theater New York City Locals One, 764, 798 and USA829, Little Shop of Horrors New York City, ACT, 764, 798 and USA829, Shakespeare Theater Chicago Illinois Locals 476, 769, Vineyard New York City Locals One, 764, 798 and USA829, The Public New York City Locals One, 764, 798 and USA829, Titanique New York City Locals One, 764, 798 and USA829.

Associated Crafts and Technicians Touring organizing drives include Ringling Brothers Circus, Shrek and Hairspray.

The Department applies a consistent approach in all campaigns using a combination of “The Four Pillars” and “Strategic Organizing Plan”, both developed and available through the International. Over the last six months, the plan has been modified to organize in city and statewide campaigns inclusive of multi sector targets in Texas, Florida, Nashville and Atlanta. This consistency of application along with the Interdepartmental cooperation developed between the Stage and Trade Show Departments has positioned the Department to recently launch a nationwide campaign to organize any unorganized labor providers. The Department is working with the Communications Department to set up a link that will be made available to the Locals inclusive of The Strategic Organizing Plan, press releases, mapping, research information and communications.

Tracking also indicates Locals are creating more consistent “Pathways to Membership” for dispatched workers. Tools and Training for Locals interested in increasing their internal organizing are available and will be made part of the new organizing link available through the Department. The number of Locals reporting positive growth is 118.

The connection between organizing and bargaining has been brought into clear focus following the COVID shutdown. Post COVID shutdown staffing shortages and low unemployment reduced the threat of replacement workers thereby increasing union density. This placed the International and the Stage Locals in a position to negotiate better deals for the workers. The investment in organizing campaigns now, position us better at the bargaining table in the future.

The Department completed negotiations directly on behalf of the International or through Local assistance with over forty-five agreements. Thirty-four separate Locals were directly assisted inclusive of large, small and various interdepartmental crafts.

The Department Representatives are engaged with several ongoing local bargaining assignments and upcoming national agreements set to expire. Of note, is the ongoing Off Broadway Theaters negotiations. The International along with Locals One, 764, 798 and USA829 are actively bargaining with the Atlantic Theater, Public Theater, Vineyard Theater, Rocky Horror and Titanique. These negotiations are a result of multi-Local, multi-employer organizing campaign.



The Departments ability to respond to the increased requests for assistance and the development of nationalized/standardized programs for organizing and contract negotiations has been bolstered by coordinating efforts between the Stage and Tradeshow Departments. The two Departments evaluated internal processes and followed up by identifying and reducing overlap. The two Departments are also duplicating tracking and reporting methods and scheduling weekly Department Director calls. The ability to assign Representatives across both Departments and to create combined Interdepartmental Teams is increasing the ability to take on bigger national campaigns both in organizing and bargaining. Vice President Barnes extended his thanks to President Loeb and Vice President and Department Director Cota for their vision and support to make this change possible.

With the assistance of the Communication Department, a new web-based link is being launched and will be available on the IATSE website. The link will not be made public but will be available to all Local Leadership. The link will be used to provide an updated source of information driven by the needs of the Locals. Appreciation was extended to Communications Director Jonas Loeb and Coordinator Steven Chausee for their guidance and assistance with this project and all the support they have provided to the Stagecraft Department.

The Department concluded that their report by stating that protecting the gains made since the post COVID-

19 shutdown, is paramount and is being determined by the Alliance's commitment to increase union density. Regardless of the challenge, the answer will be to be to organize the workers. Departmental systems are in place and are producing positive results.

Vice President Carl Mulert remarked that the camaraderie amongst the New York local unions in the off-Broadway organizing is exciting as the International embarks upon negotiating the first collective bargaining agreements covering off-Broadway theatres. He expressed appreciation to Representatives Munroe and Little.

President Loeb observed that the activities of the Department are expansive and covering everything from assistance with organizing drives and collective bargaining negotiations. He explained that the pendulum swings both ways and has now swung in the direction of labor. Thus, the Department is wise to focus on organizing and acting now is pivotal. He noted that resources are available, and the Alliance is ready to pull out all stops to support the Department's plans. He commended all of the New York local unions for committing to the organizing campaigns.

Finally, President Loeb expressed gratitude to Vice President Barnes and all members of the Department for their important work.

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

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., with International Vice Presi-

dent and Assistant Department Director Vanessa Holtgrewe, International Vice President and Director of Canadian Affairs John Lewis, International Vice President Chris O'Donnell, Assistant Motion Picture and Television Production Department Director Chaim Kantor, International Representatives Thom Davis, Wade Tyree, Steve Aredas, Anthony Pawluc, Marissa Shipley, Mark Patch, Chrissy Fellmeth, Maggie Kraismutr, Ron Garcia, Colleen Donahue, and Jaime Fry, and Special Representative Ben Speight reported to the General Executive Board on current developments in the Department.

As was reported at the last General Executive Board meeting, the volume of motion picture production was not expected to return to the historic levels seen in 2021 and 2022. The streaming wars have cooled, and employers are reevaluating budgets and the number of productions they greenlight. The Department is also closely monitoring the rise of productions that are being produced overseas in places such as New Zealand, England, Ireland and other countries with robust tax incentives and a growing base of skilled crew.

The following data from Film LA is a snapshot of how the summer of labor unrest, poor box office, and tax incentives across the United States and world have affected the film industry in California. The ominous title of the report states, "Season of Strikes Leaves LA Filming Near Lowest-Ever Levels" and details the production number drops that have impacted IATSE members in these tough times. Commercials down ten percent over the last year in Los Angeles



and down thirty percent over five years. Features down fifty-seven percent this year. Television down fifty-four percent this year. Unscripted production, long a steady producer during times of labor unrest, was down twenty-nine percent and comprised seventy-six and one-half percent of all on location television production in 2023.

However, even though it has been incredibly slow with work in the motion picture industry, the West Coast Studio Locals have been out in the field organizing. In the last six months, at least nineteen commercials were signed in Los Angeles. In addition, four television promos, six music videos and a handful of independent features were organized in Southern California.

At the last report to the General Executive Board, the Department's organizers reported on significant, high-profile VFX organizing. These workers are in the process of negotiating a contract establishing the rights of VFX vendor workers, who deserve a place in the IATSE alongside their Union brothers, sisters, and kin. These workers face continued threats of outsourcing and replacement, and together will be strident in their collective defense of these jobs.

International Representatives Patch, Fellmeth, Kraisamutr and Special Representative Speight are busily organizing workers and welcoming these workers into the Union and negotiating agreements.

Negotiations with Disney and Marvel for their VFX units are ongoing.

The organizers acknowledge the invaluable and tireless work by worker-

volunteers from across the Visual Effects industry who serve on our VFX Advisory Council. This year's survey received more responses than ever.

Special Representative Speight also has been meeting with international union representatives as part of UniGlobal, as well as coordinating with BECTU in the United Kingdom.

With the Communications Department's help, the organizers have been able to share the stories and victories of VFX workers seeking a voice on the job with an audience worldwide and convert these impressions into leads with tools like the VFXUnion.org website and the VFX Workers' Wages & Working Conditions Survey.

Assistant Department Director Kantor and International Representative Fellmeth continue to work toward negotiating a first contract at Workinman Interactive. The unit comprises sixteen developers, artists, and production staff working on mobile games and interactive experiences in Rochester, NY. Assistant Department Director Kantor, International Representative Fellmeth, and Registered In-House Counsel Short, along with the Workinman bargaining committee, will meet with the employers at the end of July to begin negotiations.

In March of 2024, the IATSE had a strong presence at the Game Developer Conference in San Francisco. Nearly 30,000 game developers were at the conference, and the IATSE organizing team, with eight IATSE game worker volunteers, had hundreds of interactions and conversations with workers on the floor. International Representative

Fellmeth also held a panel titled "Now is the Time! Workers in Games are Ready to Form Unions" on Wednesday, one of the most attended days of the conference. The panel had over two hundred workers in the audience, to which an overwhelming majority (97%) responded positively in post-panel feedback forms. The game workers advisory council members facilitated the panel discussion.

Special Representative Speight, and International Representatives Patch, Fellmeth, and Kraisamutr continue to expand upon their goal of bringing IATSE standards to the Visual Effects and Gaming industries. This has been a historic year for the newly-organized workers in these industries.

Production Workers' Guild Local 111 currently has nearly 1,600 applications for membership. This is an incredible start for the new Local. The Local, along with International Representative Pawluc, are continuing to work on a draft Constitution and Bylaws. The Local also has an active Training and Education committee working on projects such as a graphic novel for how to file for unemployment, conflict resolution for committee chairs and other leaders, a video for truck Production Assistants on the best way to pack a truck and other guides.

The last negotiation dates with the AICP were January 17 and 18 in Los Angeles, and Vice President Miller and International Representative Shipley are working on scheduling additional dates to hopefully close the contract shortly.

As reported at the Winter General Executive Board meeting, Vice



President Holtgrewe and International Representatives Fry and Shipley have been working with The Hollywood Commission on the creation of a new reporting platform for motion pictures and television workers called MyConnex. The tool is a secure online platform designed to help members or employees of each organization confidently navigate instances of harassment, discrimination, or abuse. The initial launch of the platform began in May with select partners including the DGA, WGA West, specific U.S.-based Amazon productions, all U.S.-based Netflix productions and The Kennedy/Marshall Company. As negotiations for the Basic and Area Standards Agreement have concluded, the IATSE plans to launch its version in the next few months and will be working with the Locals to make presenters available to share the program details with boards, membership, and invested committee groups. Each participating organization has a unique link to share with their members/employees so that the reports from IATSE members come back to Union administrators for the program. From the press release, among the options the tool offers, users can:

- create a timestamped personal record of their experience;
- ask questions about policies, procedures, and how to report through a safe and anonymous messaging function;
- securely report workplace misconduct;
- make an anonymous report, if they choose;

- opt for a unique “hold for match” feature, which allows workers to submit an anonymous report that is held securely in the tool, pending a second report by another user. When another person submits a report against the same individual and is verified by a third party – making a “match” – both reports are released to the users’ designated organization.

To help users navigate the site, users can speak with a MyConnex Ombuds, an independent, informal, impartial, and confidential resource. The Ombuds will not have a reporting or investigatory function and is instead a neutral third party who can help users understand their options.

The Department feels it is important to provide members with multiple avenues to report workplace harassment and is proud to have partnered with The Hollywood Commission to create such a resource.

As reported at the last General Executive Board meeting, representatives from IATSE, including Assistant Department Director Holtgrewe, International Representative Shipley and Fry, along with West Coast Associate Counsel Jake White, continue to meet with representatives of the companies who negotiate the Low Budget Theatrical Agreement and a representative of The Hollywood Commission to refine and discuss the new “Respect on Set” language that was negotiated into the most recent contract. The working group is currently creating a code of conduct to provide to low budget producers which includes the respect-on-set conduct

policy and template language for productions to use on how to report a concern. As each new low budget production signs their agreements with the IA, the Department has begun including information outlining the producer’s new obligations under the provisions of the 2023 Low Budget Agreement.

Holding deposits in the case of underfunded and poorly run productions is one of the ways the Department protects members. The current total amount on deposit is just under \$42 million for 334 projects; tracking the status of deposits is a time-consuming process. International Representative Shipley is working to create additional systems that allow for more administrative support to confirm initial deposits.

The Department’s east coast based International Representatives have been involved in over twenty unique organizing campaigns working with Local leadership and members alike. In Louisiana, working closely with newly positioned Local 478 Business Agent Simonette Berry and President Brook Yeaton, as well as leadership from Locals 161, 600, 700, 798, and 800, Representative Tyree were able to navigate the team through a successful negotiation, putting a contract in place for the crew on the Magnolia Network production of the unscripted roller dance competition show, Roller Jam.

The Chicago Production Locals of 161, 476, 700, 769, 800, and USA829, continue to police their jurisdiction, engaging International Representative Tyree and International Vice President Chris O’Donnell for guidance as they



navigate numerous organizing efforts in commercials and feature films alike.

As reported at the last GEB, Kentucky was gaining attention with a robust tax credit program and the motion picture jurisdiction had been expanded to include Locals 161, 492, and 798. The Department has organized productions in Kentucky and is poised to continue to do so.

The New York Production Locals continue to police their jurisdiction, successfully organizing several projects including ultra-low budget projects. Additionally, the Locals continue their outreach to New York State and City leadership alike, continuing to work with legislators to improve the experience for all persons involved in the motion picture industry.

It was also reported that Assistant Department Director Kantor and International Representative Tyree have been working with the IATSE's legal team and the affected local unions to resolve long-outstanding grievances on behalf of IATSE members for a number of productions. Projects like "The Collective" in New England reached an NLRB settlement for workers that were wrongfully terminated during an organizing drive. "That's Amore" transferred \$410,000 to the New York Locals to compensate their crews that were not paid for work after the project imploded during prep. And in Mississippi, it is expected that The Movers has processed close to \$300,000 in outstanding monies owed to the crew in wages and benefit contributions.

In the spirit of saying goodbye but not quite leaving, retired Assistant

Department Director Dan Mahoney and Assistant Department Director Kantor assisted Local 798 to resolve a grievance related to the use of artificial intelligence by Tyler Perry Studios in a way that initially displaced two prosthetic Make-Up Artists, who were subsequently made whole with full pay and benefits. In addition to the financial remedy, the company agreed to employ appropriate crew to utilize or supervise the use of this tool in the future.

With new, robust majors agreements in place, the MPTV Department now begins to prepare for the next round of negotiations, for not just the Basic, Videotape, and Area Standards Agreements, but also, among other contracts, the Low Budget Theatrical and AICP Commercial Agreements, which expire in 2025. The process of gathering data, listening, and educating around the issues most important to members, developing proposals and core priorities – these actions define the solidarity that is at the heart of being an IATSE member and leader.

President Loeb thanked the Department for its report. He observed that there is the potential for reduced production levels in the coming year, but having said that, the industry has previously exceeded projected hours. The industry always ebbs and flows, but there are a lot of companies investing in new studio spaces, which is a promising development when looking at the potential levels of employment. The industry is global, there is nearly \$15 billion in tax incentive money available in various places around the world at any given moment. The

Department's report reflects the fact that the Union continues to organize. It will be important to get Local 111 an initial collective bargaining agreement. President Loeb stated that he was encouraged by the development of the MyConnex Reporting Tool system and its potential to address serious issues in the industry. He also recognized the voluminous contract compliance work engaged in by the Department.

President Loeb thanked Vice President O'Donnell for taking the initiative to put together the course on the history of the Area Standards Agreement. It is important to educate those working under the contract about the history of that agreement. The Union will continue to organize and to address changes in technology. The antidote to every issue facing the Union is organizing, and technological change is no different. The successful Basic and ASA negotiations took a lot of effort by the Department and the Union will harness the momentum they created going forward. President Loeb concluded his remarks by thanking Vice Presidents Miller and Holtgrewe, and Assistant Department Director Kantor for their work in running the Department.

## **IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT**

International Vice President and Tradeshow Department Director Carlos Cota, International Representatives Dan'l Cook, Rachel Eaves, Mo Guiberteau, Ben Hague, Cindy Jennings, and Bryant Preston provided an update on Departmental activities since the Winter 2024 meeting.



## **State of the Industry**

The convention and tradeshow industry continues to improve and is nearing pre-pandemic levels. Revenue increased by fifteen percent in 2023, adding over ninety million dollars to the Gross Domestic Product of the U.S. and over half a million part-time and full-time jobs in the U.S. These industry metrics are expected to be maintained in 2024.

Facility operators, service contractors and production companies have used the COVID induced downturn to acquire and merge with former competitors. In June, MSouth Equity Partners, an Atlanta-based private equity firm, acquired Fern Exposition Services, a leading trade show service provider and general contractor with headquarters in Cincinnati, Ohio. Other private equity companies, like Blackstone which had already acquired Encore from Goldman Sachs, are also focusing on acquiring additional established companies and competitors. In addition, Audio Visual companies such as Pinnacle, Projection and On Services have also been actively pursuing and purchasing smaller companies, gaining market share, and focusing on in-house hotel and convention center contracts. Rhino Staging recently announced that they will now operate under Program Productions Inc. and ASM Global and Legends have also announced a partnership continuing the trend of mergers and acquisitions within the Convention and Tradeshow Industry.

## **Strategic Planning**

In February 2024, the Tradeshow

Department met to assess its strengths and identify areas for improvement. This assessment included the development of a comprehensive plan to support Locals' efforts in organizing, recruitment and continued development of training and education programs to meet the increased demand for safe and qualified technicians. The assessment also resulted in Representative Gandolini being appointed as the lead for Tradeshow and Display assignments, Representative Cook being appointed as the lead for Audiovisual assignments and Representative Hague being the lead for education development for rigging throughout the industry.

Since 2020, over thirty cities and counties across the U.S. have started construction of convention center spaces or have completed a convention center expansion. The Department continues to develop a strategic plan to support Locals in their efforts to organize these venues. While the largest opportunity for work jurisdiction expansion at these venues remains in audio-visual, rigging and in-house telecommunications, the Department continues to work with Locals to expand their work jurisdiction to include decoration, freight, install and dismantle work.

## **Local Support**

Since the Mid-Winter General Executive Board meetings, the Department has assisted almost one hundred Locals in bargaining over fifty agreements with dozens of employers. A snapshot of some of those assignments are set out below.

## ***Great Lakes Agreement***

Representative Cook assisted with negotiating separate agreements for Locals 9, 10, and 25 which included significant wage increases and benefit enhancements for each Local.

## ***Local 7 Denver, CO***

Representative Preston assisted Local 7 with sustainable wage increases for rates two and three on the Freeman Decorating and GES agreements.

## ***Local 18 Milwaukee, WI***

Vice President Carlson and Representative Hague assisted Local 18 in its negotiations with Fiserv Forum while Representative Hague has continued to support the Local in administering this agreement.

## ***Local 46 Nashville, TN***

Representative Preston assisted Local 46 with its negotiation of its General Services contractor agreement. Highlights of the agreement include significant wage increases. Juneteenth was also added as a holiday and increased pension contributions were also secured.

## ***Local 142 Mobile, AL***

Representative Gandolini worked with Local 142 to update its policies and constitution in addition to also successfully adding the Local to the OVG 360 National Agreement working in collaboration with the Stagecraft Department.

## ***Local 251 Madison, WI***

Representative Hague assisted Local 251 with its Valley Expo and Wisconsin Expo negotiations.



### **Local 470 N.E. Wisconsin**

Representative Hague assisted Local 470 with its Valley Expo negotiations.

### **AV Training and Education**

Previously, the Department collaborated with the Training Trust Fund (TTF) and the Education Department to develop the AV Essentials (AVE) program which consists of a four-day, hands-on training module with additional online training modules leading to the issuance of the "AVIXA Live Event Technician Certificate." The Department AV Readiness Training (AVRT) is a new training module which will complement rather than replace the A/V essentials certificate. Tailored AVRT training for entry-level technicians enables members to work in the industry while working towards the more advanced classes of the full AV Essentials program. After completing the intermediate level for operators and obtaining the certificate, workers can choose specific skillset modules such as networking, programming, digital audio, and computer graphics among others.

Representative Cook helped facilitate the AVRT and provided support for the scheduling needs of various Locals in collaboration with the TTF and Freeman Audio Visual. This year he, along with Representatives Gandolini, Hague and Preston have facilitated training for Local 17 in Louisville, Local 28 in Portland, Local 99 in Salt Lake City, and Local 31 in Kansas City. He and Representative Hague are currently assisting Local 30 Indianapolis in procuring equipment

for the AV Essentials class for their first-year apprentices. Locals interested in more information on the AVRT, AV Essentials, Organizing, or Student Outreach, can contact a Department Representative.

### **Industry Associations, Tradeshows & Conferences**

#### **EXHIBITORLIVE 2024/ Exhibitor Group**

In late February, the Department exhibited at the annual EXHIBITORLIVE conference in Nashville. Representatives Gandolini, Hague, and Preston managed the booth while Vice President Cota attended and retired Vice President Sanders was a panelist.

#### **POLLSTARS**

Pollstar is now owned by Oakview group. Vice President Barnes and Cota, Representatives Bateman, Hague, Howard, and Guidugli attended the Pollstar Live! conference.

#### **Game Development Conference (GDC)**

The Department worked with the Motion Picture and Television Department to exhibit at the 2024 GDC which was held at San Francisco's Moscone Center. Representatives Gorey, Fellmeth, Lutge, Patch, and Speight were in attendance. Representative Fellmeth and Speight, along with Game Workers Advisory Council Members Matthew Vimislik, Lauren Lehmann, Andrew Buczaki and Dan Beglov participated in a panel discussion titled "Now is the Time - Workers in Games are Ready to form Unions." The Department will

be exhibiting again at the 2025 GDC event from March 11 to 13, 2025 at the Moscone Center in San Francisco.

### **AVIXA**

The Audiovisual and Integrated Experience Association hosted its annual event, InfoComm, in June 2024 in Las Vegas. Vice President Cota, International Trustee and Education Department Director White, Representatives D'Amico, Hague, Bateman, Gorey, Cook, Preston, Jennings, Eaves, and Guiberteau attended the conference and participated in an ETCP panel. The Department also worked with the Education and Stagecraft Departments to exhibit at this year's event. Vice President Cota and AVIXA Live Events Council Chair Jim Lordon also hosted an "Entertainment Meet-Up" during which attendees discussed the current state of the events and entertainment industry, the lack of qualified technicians in the industry and pathways for technicians to improve their skills and connect with companies.

### **ESCA**

The Exhibition Services and Contractors Association is the premier association for firms in the meetings, exhibitions, and hospitality industry. Many tradeshow industry organizations such as the IATSE, GES, Freeman, Shepard, and Modern are members. During the Summer Educational Conference in Hot Springs, Representative Gorey replaced Representative Gandolini on the Health and Safety Committee while Representative Preston joined



Representative Gandolini on the Labor-Management Council.

### **IAVM**

The Department continues to engage with industry venue leaders through the International Association of Venue Managers. By attending regional and national meetings, the Department is able to participate in pertinent discussions with venue managers from convention centers, stadiums, arenas, and theaters across the country.

### **USITT**

In March, Vice President Barnes, Trustee and Education Department Director White, and Representatives D'Amico, Preston, Sager, Howard, and Hague attended The United States / Canadian Institute of Theatre Technology convention in Seattle, Washington. Representative Hague, Department Director White, and Representative D'Amico took part in the "All About ETCP" panel presentation. Representative Hague also attended networking events for Local 15 and Indiana University and also participated in the Alphabet Soup panel discussion.

### **ESTA**

The Entertainment Services and Technology Association is a trade association that represents the entertainment technology industry and is dedicated to promoting professionalism and growth. Representative Hague was elected to Vice President of ESTA. If any Locals are interested in learning more about ESTA and/or becoming a member of ESTA, they should contact Representative Hague.

### **Upcoming Events**

The Department is working with various other IATSE Departments to exhibit at 2024 LDI – December 8 to 10, 2024 in Las Vegas, Nevada; and 2024 IAEE EXPOEXPO – December 17 to 19, 2024 in Los Angeles, California.

### **Political Engagement**

#### **ECA**

Exhibitions and Conferences Alliance is an association developed to lobby on behalf of the event and exhibitor industry. Vice President Cota attended the ECA annual conference as the sole representative for labor. This year's conference focused on workforce development, the creation of pathways for workers to join the industry and the reduction of visa wait times for international convention attendees.

#### **California Labor Federation**

On May 21, 2024, Vice President Cota was elected to the Executive Council of the California Labor Federation filling the seat vacated by retired International Vice President Thom Davis. In July, the California Labor Fed hosted their Biennial convention in San Diego. At the convention, Vice President Cota and Vice President Miller were reelected to their positions of Vice President-at-Large. Several IATSE representatives and Local leaders from across the state attended to help set the legislative agenda and direction for the labor movement in California.

President Loeb commended the Department for its hard work referenced in the report. He is

encouraged by the restructuring and the cross-departmental collaboration with Stagecraft and looks forward to streamlining and utilizing resources for the benefit of the Alliance and workers.

### **IATSE COMMUNICATIONS DEPARTMENT**

Communications Department Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee, Communications Outreach Coordinator Megan Greene, and Press Coordinator Sean Miller reported to the General Executive Board on the notable activities of the Communications Department during the first half of 2024.

Director Loeb opened the report by reflecting on the past five years since assuming his role, a period marked by significant growth and development within the Communications Department. He noted that the Department has expanded from one to four staff members, the largest in its history, and is now integral to nearly all strategic initiatives undertaken by the International's Departments and Committees.

The discussion emphasized the Department's robust engagement on social media platforms, where there has been a noteworthy increase in followers over the six-month reporting period. The platforms of LinkedIn and Instagram exhibited exceptional performance. The exponential growth of the Union's LinkedIn presence was attributed to the platform's emphasis on work/employment and the introduction of new advertising strategies. The effectiveness of these LinkedIn targeted ads is currently under evaluation to determine their performance relative to



other platforms. The possibly impending U.S. ban on TikTok and its potential impacts on union activities were also addressed.

The report detailed the Department's strategic focus on enhancing video content. Several successful initiatives were discussed, including weekly Twitch streams, shortform videos promoting union surveys, and various recap videos of union events and rallies. Plans were unveiled for the establishment of a Content Studio in the New York General Office, aimed at improving the quality and efficiency of video production.

Peer-to-peer texting was underscored as an increasingly effective communication tool for urgent Union updates. Director Loeb highlighted his personal involvement in overseeing texting campaigns, which significantly increased member engagement and participation in Union activities, including bargaining surveys, organizing, and ratification votes.

The Department's efforts to address email deliverability issues, especially with Local 728, were successful, restoring full functionality and achieving nearly 100% deliverability. Continued support for Locals using the Action Network for email communications was affirmed, emphasizing the network's value for targeted and effective messaging. Locals interested in bespoke training and setup of Action Network should contact [comms@iatse.net](mailto:comms@iatse.net).

New microsites supporting various organizing campaigns were introduced as key tools in the union's digital strategy, including [offbroadway.iatse.net](http://offbroadway.iatse.net). These sites provide essential

information and updates, facilitating member engagement and lead generation. The Department continues to manage critical websites like [IATSE.net](http://IATSE.net), [VFXunion.org](http://VFXunion.org), [Gameworkers.org](http://Gameworkers.org), and others which are vital for the union's organizing efforts in these industries.

Media relations strategies were highlighted, with increased media coverage around the Basic and Area Standards negotiations detailed. Efforts to ensure members received timely updates directly from their Locals before press coverage were reiterated. The coordination of a joint rally with the Teamsters and Hollywood Basic Crafts in support of the 2024 Basic and Area Standards Agreement negotiations showcased the Department's effective planning and strategic media engagement.

The report concluded with Director Loeb expressing gratitude towards everyone who has collaborated with the Communications Department, including and especially the Communications Subcommittees of the Basic and ASA Negotiating Committees, the General Executive Board, Vice President Miller, General Secretary-Treasurer Wood, and President Loeb for their support over his tenure. He highlighted the collaborative efforts across various Departments and Committees that have significantly contributed to enhancing the Union's communications and organizing strategies, and urged Locals to reach out for support when they need it. The Department looks forward to continuing these efforts and further developing its capabilities in the coming years.

Vice President Barnes thanked the Department for all its assistance. Their contribution to strategic planning at the outset of campaigns has been extremely helpful.

President Loeb thanked the Department for its report. The news does not wait and the work the Department does is all about timing. The Union will continue to gauge the best means to communicate with the membership to provide momentum for its campaigns. The communication program is robust, and the tools are extremely important in the modern age and to ensure transparency surrounding the Union's work. To that end, the Department was able to effectively coordinate with communications directors at the local unions during the Basic Agreement and Area Standards Agreement contract negotiations and ratification. President Loeb concluded his remarks by encouraging the local unions to reach out to the International if they need assistance in this area.

## **IATSE EDUCATION AND TRAINING DEPARTMENT**

International Trustee and Department Director Patricia White, Assistant Department Director Robyn Cavanagh, International Representatives Jennifer Halpern, Hannah D'Amico, and Elizabeth Pecos, and IATSE Safety Director Kent Jorgensen presented the report of the IATSE Education and Training Department, announcing recent activities and upcoming plans for learning opportunities for IATSE leaders and workers in three primary focus areas: Union Leadership, Craft Skills and Safety Training, and Student



Outreach. The report also incorporated information about the IATSE Training Trust Fund.

The trend for the IATSE when it comes to Education and Training is that both members and Local leaders want more of it. High demand from local unions, new officers, members, employers, and the community at large has translated into greater interest in and more requests for every kind of online and in-person education. The Department responds with dozens of training courses, online resources, materials, partnerships, and financial programs, all of which are described on the IATSE website.

The Four Pillars of Success—Leadership, Skills and Safety, Communication, and Activism—are all present as we work to provide as many opportunities as possible for everybody in the IATSE to keep learning.

### **IATSE International Outreach**

The Department is actively involved in engaging with organizations and projects that support worker rights, learning, training, and safety. In June, Director White and Representative Halpern attended the Federal Mediation and Conciliation Service's Labor-Management Conference in New York, NY. The pair attended workshops and panels, gathering information that will be shared with IATSE leaders and members throughout the coming year. They were also able to hear lectures by both National Labor Relations Board General Counsel Jennifer Abruzzo and NLRB members David M. Prouty and Gwynne A. Wilcox, who all spoke

eloquently about the role of the Board in protecting worker rights.

The Department continues to maintain a productive relationship with the Occupational Safety and Health Administration through the USITT/IATSE/OSHA Alliance and had a presence in Washington, DC at the first OSHA Alliance Health and Safety Conference to commemorate Worker's Memorial Day. In May, the Department renewed our program of sending industry experts to various OSHA regions to train OSHA staff in how to recognize hazards at entertainment industry work sites. Anita Hartsock, IATSE Training Specialist and Local 16 member Eddie Raymond made presentations to OSHA staff in Atlanta on May 21, 2024, and in Orlando on May 23, 2024.

Every year, the Department also hosts webinars and shares resources during OSHA-supported safety and health observances. Details for Safe + Sound Week and other upcoming events are posted on the IATSE website and distributed via email and social media.

Director White and Representative D'Amico serve on the AFL-CIO Safety & Health Committee. Many of the committee's goals align with the OSHA Alliance initiatives, and the International's role in protecting workers.

The report also featured details of the Department's active participation at the annual USITT conference, and AVIXA's InfoComm Trade Show, where, partnering with other Departments, local unions, and subject matter experts, we presented successful educational panels and workshops that were

attended by hundreds of participants with great response. Many more visit IATSE booths on the show floor, expertly staffed by the Representatives from the Tradeshow and Stagecraft Departments.

A short video was presented to the Board that demonstrates the breadth of technology presented at this show, and its values to workers dealing with emerging technologies and AI in many of our crafts, not just AV. AVIXA's website contains thousands of resources, and memberships are free to IATSE workers through the Training Trust Fund.

The Entertainment Services and Technology Association (ESTA) is a non-profit trade association for the entertainment technology industries. ESTA administers the Entertainment Technician Certification Program (ETCP), as well as the Technical Standards Program (TSP) among other initiatives. The report urged Locals and members to support these programs by participating in the Technical Standards Working Groups, becoming ETCP certified, and donating as their means allow to these important programs. It is imperative that the Union maintain a significant presence ESTA, which administers the ANSI standards and, in so many ways, sets the stage for health and safety in our industry. Currently, approximately 61% of ETCP-certified technicians belong to the IATSE.

Behind the Scenes continues to offer an excellent Mental Health First Aid course for U.S. members. The AFC offers the training for Canadian members. All U.S. 2024 scheduled trainings are listed on the Behind the Scenes and AFC websites.



### **Craft Skills and Safety Training**

In January, the IATSE Training Trust Fund reached the milestone of having provided one million hours of training for IATSE workers. This is a remarkable accomplishment.

The IATSE Training Trust Fund held its first-ever Trainer Summit in Detroit, Michigan from March 1-3, 2024. The Summit created a space for IATSE Leaders responsible for training in their Locals to network and learn about the resources of the TTF.

The IATSE TTF is expanding. New positions and departments have been added to fill the increased demand for training, new curricula, and more user-friendly access.

### **Student Outreach**

Emphasizing the values of fairness and solidarity through service to the next generation, our student outreach efforts strive to provide IATSE members opportunities to directly impact young people who possess interest and aptitude in IATSE crafts, but not the resources to embark on a professional career in the industry. And, in doing that, to instill union values in the next generation of workers.

Workforce Development Programs allow new workers to hone their crafts and make connections with IATSE members as teachers and mentors. These include programs that expose young students to the possibilities of work in IATSE crafts like the Hidden Career Path Day sessions with Roundabout Theatres in New York City (now in its eleventh year). A guide has been created for Locals to use as a template.

### **Leadership Training: Training For Local Leaders**

The education and training for all Local leaders and IATSE staff during the Board meeting was titled “IATSE Stewards: A Vital Link.” At this training, the revamped IATSE Steward Training Resources for local unions (which are available to all local unions) were explained and previewed. There was also discussion about the critical role union stewards play in protecting worker rights, supporting the union’s Duty of Fair Representation, keeping workers safe and enforcing your contracts.

The training is available in both Canadian and U.S. versions and is highly customizable to fit each Local’s needs but can also be used as is.

International Officers and Representatives will gather this fall for the annual IATSE Staff Training, September 24-27. This event affords an opportunity for International Leadership to plan, connect and discuss topics of importance. Everyone should be continually learning, and by attending this annual training, IATSE leadership leads by example in the area of continuous education.

This year marks the 10th Anniversary of the Officer Institute, and it is the International’s flagship training—a five-day immersion into the topics and skills needed to effectively lead your Local. As of today, 1,284 Local leaders have graduated from the Officer Institute.

Future sessions are scheduled for Los Angeles, California at the IATSE West Coast Office November 11-15 and Atlanta, Georgia February 24-28, 2025. All sessions are open to both Canadian and U.S. Local leaders.

The Education Department collaborates with the University of Wisconsin School for Workers to present the IATSE Essentials of Union Leadership series of online, instructor led asynchronous courses, which are recommended to new officers seasoned veteran leaders alike. 871 Local leaders have taken at least one of these courses, and the 56 who have completed all four have received a certificate of Completion from the University of Wisconsin.

The Secretary-Treasurer 2.0 Course will be presented again this fall, October 15-17 in Philadelphia, PA, providing in-depth instruction on best practices and applicable laws that will help Local leaders serving in that capacity to effectively do their work. The course is also highly recommended for other officers as well, to better understand how to work with the finances of their Locals.

Local Union Trustee Training is offered only for local union trustees, and in this safe environment, they are able to learn from experts the art of reviewing their local union’s books and records, including participating in a mock audit.

Increasingly, the Education and Training Department is working with craft departments and Locals to prepare their bargaining committees for negotiations. The Collective Bargaining Training course was originally created for the Motion Picture and Television Department to prepare bargaining committees for Basic Agreement and Area Standards Agreement negotiations, but it has now been adapted and presented numerous times, often as part of organizing drives, such as the current



Off-Broadway efforts, and adjusted and adapted for Canadian Locals, too.

### **Webinars**

No description of Education Department resources is complete without a mention of Webinars, all available on the Education tab of the IATSE website. Subject matter experts present sessions to members and leaders across the Alliance on a wide range of topics that are important to strong, healthy unions. Thousands of members and Local leaders have attended these webinars, which are available 24/7 on the International's two webinar channels.

The Department is working now with International Representative Isabelle LeCompte and International Vice President and Department Director of Canadian Affairs John Lewis to provide webinar resources in French.

The IATSE Road Show: Why Unions Matter teaches IATSE members how unions and worker power build an economy that creates jobs, raises wages, and promotes economic dignity for all. In addition to the U.S. Roadshow, a Canadian version is available in both English and French. Contact the Education Department to bring this training to your Local. Virtual versions are available 24/7 on the member webinar channel in English and French.

The Labor Education Assistance Program (LEAP) continues to provide reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Since the program began in the fall of 2009, the International has awarded nearly a half-

million dollars to Local officers to learn the things they need to know to govern their Locals wisely, with a grand total, 2009-2024: of \$568,938.30.

There are even more resources available through the Department to Locals and members and more are being developed all the time. Everything—old and new—is available on the IATSE website or by request to the Education and Training Department. Local officers are encouraged to visit the Education tab on the IATSE website where they can find many helpful resources, links, and information.

Vice President Cota complimented the Education Department on its incredible work, remarking that because of the Department's work with AVIXA, the Tradeshow Department is training members and workers to fill ever changing technological needs of employers.

President Loeb observed that the demand and appetite for education and training have exceeded anything that was expected when the Department was formed twelve years ago. The International's training program is flexible and varied. It began with LEAP, a model that allows members to curate classes themselves. The program standardized, more structured training includes the Officer Institutes and annual staff training, which will continue because the International leads by example. President Loeb especially noted that the Department trains OSHA officers which gives them familiarity not only with the IATSE but the hundreds of crafts that are represented. He commended members for becoming

ETCP certified but strongly encourages those who lack the certification to become trained and licensed.

He concluded his remarks by stating that along with the TTF, the International—through the Education Department—has instilled a culture of training. He extended his appreciation to everyone at the reporting table. He noted that the work of the Department is crucial, and they have changed the Alliance.

### **IATSE BROADCAST DEPARTMENT**

Broadcast Department Co-Director Steve Belsky together with International Representatives Kevin Allen, Rachel McLendon, Justin Conway, and Darin Haggard reported on the activities of the Broadcast Department since the Board's last meeting.

Department representatives reported that change continues in the sports broadcast industry. Yet, the production of sporting events continues, and the Alliance remains positioned to endure corporate shakeups that may affect the entirety of the sports broadcast workforce as it develops. The largest owner of United States regional sports networks continues to emerge from unforeseen challenges, but the Alliance will continue to engage with this and other employers while working for the benefit of technicians working under IATSE contracts across the country.

The Department continues to respond to people in the sports broadcast industry who desire a fair chance in their workplace. Recent organizing victories among technicians in various roles have led to new areas



of growth. The Alliance has utilized its experience by negotiating workplace and economic improvements for remote sports broadcast workers in these new areas. The contracts being negotiated serve to alert others in these segments of the industry about the opportunities available to them.

Along with growth comes the need for structures to administer services for new members of the Union and our representatives continue to work with local unions to improve their operations and establish those structures as a solid base for internal growth.

Another area of focus recently has been the realistic challenges of an ageing workforce and the training of those who are becoming technicians in the future. A national sports broadcast training committee has been established to help navigate these paths and ensure that IATSE technicians to remain the best trained workforce in the industry.

Integration with local labor communities has served the members of the Alliance throughout the U.S., from the Pacific Northwest to Southeast Florida and various locations between. Past successes working with broadcast technicians in multiple locations have left the Alliance and its local unions well positioned to bring further benefits and contracts to the members in these markets.

Members and committees have supported bargaining and successful organizing campaigns by compiling and distributing their own internally created messages supporting worker organizing. These effective forms of messaging are within the ability of most Locals and can

be an effective way of communicating with members and those who wish to organize. These efforts are indicative of how far Locals may proceed in short amounts of time and of the success with the International Union's support of Locals and their members.

Maintaining a thorough knowledge of technological developments in the industry and with those who are responsible for implementing them is critical. It is through these connections that the Broadcast Department's representatives have been able to ensure emerging technologies work in ways that are effective for technicians working under IATSE contracts. When changes emerge, the Alliance's workers are prepared to assume operating roles and Locals are poised to protect their respective areas when disputes arise.

The Alliance's work of representing technicians within this field has been built on a vision of organizing any market with non-union broadcast technicians together under the Alliance's contracts. While initial attempts are not always fruitful, relationships and reputations established during those attempts often pave the way for future successes. Most recently, after twelve years of building relationships and conducting organizing drives, the Department has helped freelance technicians in a major Midwest U.S. market gain majority status with multiple employers. Meanwhile, the Alliance continues to make progress in Southern California as new contract terms are bargained and ratified covering some of the largest employers within that region. The members have maintained diligent

efforts when they encounter non-union work opportunities, and the Alliance has promptly responded to help them gain the coverage of union contracts when these circumstances arise.

While this segment of the entertainment industry continues to evolve the Alliance continues in the belief that whatever the next stage of this industry's evolution is, the IATSE technicians who continue to do the work will be the best trained and best represented technicians in the industry.

President Loeb remarked that constant, shifting, and considerable change remains expected. Yet, the Alliance will continue to organize with the understanding of workers who have freelance experiences in this area. The Alliance is well positioned to represent personnel in the way and this Department has been aggressive in organizing new members in historic ways. He noted that with change there are always educational opportunities for members of the Alliance. So long as we continue to unite technicians and build power among them, we will continue under the leadership of the Alliance and its Locals to move forward.

## **IATSE CANADIAN AFFAIRS REPORT**

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Jason Vergnano, Krista Hurdon, Jeremy Salter, Monty Montgomerie, Cindy Jennings, Jiaming (Ming) Li, William Gladman, Isabelle Lecompte and Nancy Hum-Balbosa, Canadian Labour Congress Delegate Siobhan Vipond,



Canadian Office Operations Manager Nate Richmond and Canadian Legal Counsels Ernie Schirru and David Ragni reported to the General Executive Board on Canadian matters (not covered in separate reports) since the Mid-Winter General Executive Board meetings in Nashville, Tennessee.

### **Organizing**

IATSE Canada continues to aggressively and successfully pursue both small and large-scale organizing opportunities across Canada and continues to build its profile as the leading representative and advocate of film, live performance and trade show workers with all levels of government. Since the last General Executive Board meetings, the Department has been a part of forty-nine organizing campaigns as the initial point of contact by interested employees or as a result of efforts to map and target companies. In each case with every target employer, the Department has established an internal organizing committee, gathered membership evidence and filed applications for certification. The organizing campaigns relate to the following types of employers: VFX and animation (20), motion picture and television (5), front of house (11) and stage (13). Since the last report, the Department has been successful in twelve campaigns impacting more than 1,500 employees. Locals involved in these negotiations include, Locals 63, 401, 669, 891, 938, B173 and B778:

Of particular note are: the efforts of Representative Jennings who worked with Local 63 (Stage

- Manitoba) to secure bargaining rights for front of house workers at three workplaces in Manitoba; the efforts of Local 891 (Motion Picture Technicians - Vancouver) and Local 669 (Cinematographers - Western Canada), to secure bargaining rights for technicians working at Fate Production with the assistance of Representatives Salter and Julia Neville and support of the Local 891 leadership; and the efforts of Local 938 with the assistance of Representatives Salter, Li and Gladman to secure bargaining rights for more than seven-hundred animation workers at ICON Creative Studios in British Columbia.

### **Servicing**

The Department continues to service the IATSE membership across Canada in a variety of different ways, the most significant of which continues to be providing Locals with assistance in their collective agreement negotiations. The increases in the cost of living, interest rates and operational expenses for employers, all of which are the hallmarks of Canada's post-COVID economy, make each one of these negotiations particularly challenging. Recently, the Department has engaged in collective agreement negotiations covering some of the largest bargaining units ever. Since the last General Executive Board meeting, the Department has been involved in fifty-six (56) separate collective bargaining agreement negotiations.

### **Training Trust Fund (TTF) Delinquencies**

For a number of years, International

Representative Vergnano has been assigned to track contributions made to the TTF by Canadian signatories. With the assistance of TTF staff and Locals across Canada, Representative Vergnano continues to identify and take necessary action against signatory employers that are delinquent in their contributions to the TTF without the need for any formal litigation.

### **IATSE Canadian National Health Plan**

The Department recently participated in the negotiation of a renewal of the IATSE Canadian National Health Plan. A snapshot of the Plan metrics is set out below.

Number of participating groups:	26
Covered Members:	22,880
Covered Dependents:	16,529
Total Lives Covered:	39,409
Total Annual Premiums:	\$86,553,625
Overall Percentage Increase:	0.83%

### **Canadian Entertainment Industry Retirement Plan (CEIRP)**

The CEIRP continues to grow despite the recent WAG and SAG-ACTRA strikes. The fund currently holds \$1.130 billion in assets which represents an increase of over seven percent over the first quarter of 2024 with a membership increase of three-tenths of a percent over that same time period.

CEIRP Committee has recently launched an analysis on how best to motivate members and employers to increase contributions to sustain members' living standards in retirement. The CEIRP Committee is also engaging in a feasibility study regarding the possibility of a Target Benefit Pension



Plan (TBPP), which could afford members an income stream for life.

### **Diversity Efforts**

International Representative Hum-Balbosa sits on the IATSE Diversity Equity and Inclusion Committee and has also been assigned to reach out to our local unions across Canada on a regular basis to share information and initiatives in areas of diversity equity, inclusion and reconciliation. Of particular note in the first half of 2024 was the attendance of Vice President Lewis and Representative Hum-Balbosa at a Local 856 general membership meeting during which the Local introduced indigenous elder Barb Nepinak who now serves as the Local's elder in residence. Local 856 is partnering with elder Nepinak to guide them through reconciliation with indigenous peoples and to learn more about indigenous peoples indigenous histories cultures challenges and struggles indigenous community space importance of our treaty relationships and the legacy of residential schools and other forms of colonialism.

### **French Webinars**

International Representative Lecompte worked alongside the IATSE's Education Department to offer a number of the IATSE existing webinars to members and officers across Canada in French. The Education Department Director Patricia White, International Representative Jennifer Halpern and Representative Lecompte most recently collaborated to offer the first French language live webinar on parliamentary procedure lead by trainer Martine Desjardins, a well-known public figure in

Quebec. That webinar was recorded and is available on the GoToWebinar platform. The Department looks forward to presenting additional French language webinars in the future.

### **Political Gains**

The Department is particularly proud of its participation in the lobbying of the Federal Government alongside other unions and guilds which resulted in the Federal Government introducing a national universal pharmacare program in Canada which provides coverage for contraception and diabetes mediations. Bill C-64, the Pharmacare Act, represents the most significant enhancement to Canada's health care system since the creation of Canada's public health care system several decades ago. The Bill has passed all three readings and is expected to become law shortly. The Department is also proud of its efforts and the efforts of British Columbia stage Locals to lobby the British Columbia Provincial Government to secure an entertainment industry exemption from WorkSafeBC regulations (which prohibit minors from working at heights) so that child performers can continue to work at heights with harnesses and/or on lifts during live performances.

President Loeb thanked Vice President Lewis and the Canadian Department for all of their hard work and commended the Department for its tremendous successes in organizing. He highlighted the passage of the Pharmacare Act, which will help all Canadians and provides workers with more security in their prescription drug

coverage. In contrast to the double-digit health coverage inflation in the U.S., the Canadian health system does not place these costs on workers. The Department is providing assistance in organizing, negotiations, and contract administration across Canada. Its efforts are reflective in the progress of the Locals and workers who are the beneficiaries of the assistance received.

### **IATSE LEGAL AFFAIRS**

The Legal Department updated the Board on significant legal developments since the Board met in January.

General Counsel Samantha Dulaney discussed significant decisions handed down by the U.S. Supreme Court during the spring of 2024. In Loper Bright Enterprises v. Raimondo; Relentless v. Department of Commerce, two groups of fishermen "challeng[ed] a Commerce Department regulation requiring them to pay the salaries of government observers who board their vessels to monitor the catch." The fishermen argued that the government lacked the authority to enact such a requirement. The lower courts ruled in favor of the government. On appeal, the Supreme Court reversed.

The Court's decision to rule in favor of these two groups overturns a precedent from 1984, *Chevron v. Natural Resources Defense Council*. *Chevron* "required courts to give deference to federal agencies when creating regulations based on an ambiguous law." ("Supreme Court overturns 1984 Chevron precedent, curbing power of federal government," John Fritze). The overruling of *Chevron* returned administrative law to what had existed



pre-1984, the Court reversed long-standing precedent.

The significance of the reversal of *Chevron* cannot be understated; over 20,000 cases in the lower federal courts have relied upon *Chevron* deference. This administrative law precedent has allowed federal agencies to write rules and standards required to administer laws passed by Congress. It has allowed federal agencies—like the Department of Labor—to confront a wide array of challenges faced by the US—from protecting clean air and water to assuring the safety of food and medicines and much more.

General Counsel Dulaney also discussed the decision handed down by the Supreme Court in *Trump v. the United States*. There, the issue before the Court was whether prosecutors could seek criminal charges against Donald Trump for trying to overturn the 2020 election; or if Trump is immune from prosecution because he was President at the time of the conduct in question. On July 1, 2024, the Supreme Court in a 6-3 decision ruled that Presidents are presumed to be shielded from prosecution for official acts—including policy changes, military decisions, and discussions with other administration officials.

Counsel Adrian Healy updated the General Executive Board on the United States Department of Labor. As was previously reported to the Board, the Department issued rules that took effect on July 1, 2024, expanding overtime pay to millions of U.S. workers. Notably, the Department also issued proposed rules surrounding heat injury and illness prevention in outdoor and indoor

work settings. Those measures would include—if implemented—mandatory rest breaks and cooling measures to control heat hazards in workplaces. However, it was noted that the fallout from the Supreme Court's reversal of federal agency deference in *Loper Bright Enterprises v. Raimondo* will likely have an adverse effect on those proposed or implemented regulations. There are over 20,000 federal judicial decisions citing the now-reversed principle that agencies should have deference in their reasonable implementation of federal laws. In the month since the Supreme Court's decision in *Loper Bright* reversing this principle, dozens of administrative actions by federal agencies have been halted. This includes the Department of Labor overtime rule that was previously described to the Board (which has already been halted in Texas) and multiple other regulations that affect working people.

Counsel White provided the Board with a review of National Labor Relations Board (NLRB) decisions during the Trump and Biden presidencies and discussed a number of key decisions issued by the NLRB since the last Board meeting.

As a reminder, the president, with the consent of the United States Senate, appoints members of the NLRB as well as the NLRB's General Counsel. Board Members issue decisions enforcing and interpreting the National Labor Relations Act. The NLRB General Counsel is responsible for issuing complaints against employers when they violate the Act and also for conducting union elections.

During the four years of the Trump presidency, the NLRB issued numerous anti-worker decisions that significantly curtailed the rights of workers and unions and made it more difficult for workers to organize.

The Trump NLRB was able to accomplish all of this despite the fact that it did not have a Republican majority until nine months into his presidency, and it lost the majority again from mid-December 2017 until April 2018.

President Biden took decisive and unprecedented action at the outset of his presidency to quickly reverse the anti-union posture of the NLRB. He fired Trump-appointed NLRB General Counsel Peter Robb on the first full day of his presidency, ten months before Robb's term was set to expire, eventually replacing him with a worker-friendly General Counsel, Jennifer Abruzzo (Vice President Harris cast the deciding vote in favor of Abruzzo's appointment). Biden also appointed a more worker-friendly chairman of the NLRB. As a result, the Biden NLRB has issued numerous pro-worker decisions.

Additionally, the NLRB issued two notable decisions since the Mid-Winter General Executive Board Meeting. In *Home Depot USA, Inc.*, 373 NLRB No. 24 (2024), the NLRB held that an employer violated the law when it disciplined employees for refusing to remove "Black Lives Matter" insignia. The NLRB determined that wearing the insignia was an effort to bring employee complaints about racial discrimination in the workplace to the attention of management.



Finally, in NP Red Rock, LLC, 373 NLRB No. 67 (2024), the NLRB set aside an election that the union had lost and ordered the employer to recognize and bargain with the union without the need for a rerun election because the employer had committed a number of unfair labor practices during the election.

The Legal Department will continue to monitor developments at the NLRB and update the Board as warranted.

Registered In-House Counsel Short then provided an update to the General Executive Board on the U.S. federal judiciary. As of May 22, 2024, the United States Senate has confirmed 200 judges nominated by President Biden. According to the White House, of those 200 confirmed judges, “64% are women and 62% are people of color. Before their appointment to the bench, they worked in every field of law—from labor lawyers fighting for working people to civil rights lawyers fighting to protect the right to vote. And despite differences in background and experience, they are all committed to principles that are at the core of our democracy: independence, freedom, and liberty.” (“Statement from President Joe Biden on Confirming 200 Federal Judges”).

Registered In-House Counsel also discussed Supreme Court cases Moyle v. United States and Food and Drug Administration v. Alliance for Hippocratic Medicine. In the Moyle decision, involving abortion and federal agencies, respectively.

In *Moyle*, there was a conflict between a federal law and an Idaho state law. Specifically, the State of Idaho enacted

a law banning abortion almost entirely, but federal law “requires most hospitals to provide emergency care to patients who need it, including abortions if that is the appropriate medical treatment.” (“The Supreme Court’s new abortion decision, explained,” Ian Millihiser).

The Supreme Court dismissed the case because it had mistakenly been granted to hear it. The dismissal “leaves in place an order by a federal judge in Idaho that temporarily blocks the state from enforcing its abortion ban.” (“Supreme Court allows emergency abortions, for now, in Idaho,” Amy Howe).

In *Alliance for Hippocratic Medicine*, a group of doctors challenged the FDA’s regulation of an abortion medication, mifepristone. However, the Court unanimously dismissed the group’s lawsuit by stating it did not have standing, an injury, to bring such a lawsuit.

Canadian Counsel Ernie A. Schirru provided the General Executive Board with an update on legal affairs in Canada.

Counsel Schirru confirmed his continued support of Canadian Department in its pursuit of organizing opportunities from coast to coast through the filing of necessary legal proceedings to formally secure bargaining rights for many of the Department’s organizing targets and by also providing assistance with the bargaining of first collective agreements with those targets. Counsel Schirru confirmed that both he and his colleague David Ragni also continue to deliver the International’s first agreement bargaining training module

to several of the newly minted collective bargaining committees of recently organized employers and also to a number of Local executive boards that have collective agreement bargaining on the near horizon.

Counsel Schirru then provided comment on important legislative amendments in Canada. Amendments to the Canada Labour Code and the Manitoba Labour Relations Act now prohibit employers operating in federally regulated industries to engage replacement workers during a lawful strike and/or lock-out. Counsel Schirru noted, however, that although the overwhelming majority of work the IATSE members do is provincially regulated, the amendments to the Canada Labour Code will have an impact on the IATSE’s relationship with the National Arts Centre in Ottawa on a go-forward basis.

Counsel Schirru provided comment on a recent British Columbia Labour Relations Board (BCLRB) decision dismissing an IATSE Local 891 member’s duty of fair representation complaint in *Panek v IATSE Local 891*. Counsel Schirru explained that the BCLRB’s dismissal of the complaint included a dismissal of the complainant’s challenge to amendments to the member disciplinary processes set out in the International Constitution that were passed at the 2021 Quadrennial Convention. Counsel Schirru then provided comment on the Supreme Court of Canada (SCC) decision in *Société des casinos du Québec inc. v. Association des cadres de la Société des casinos du Québec* wherein the SCC



overturned a Quebec Court of Appeal decision which had previously declared legislative provisions in the Quebec Labour Code that prohibit front-line managers from unionizing were unlawful. Counsel Schirru explained that this SCC is unlikely to give rise to any material and/or long-lasting negative impact on the IATSE's ability to organize employees on a go-forward basis.

President Loeb began his remarks by stating for Canada, the notion of not being able to replace workers is strong. Card-based automatic certification is a great advancement and headed in the right direction.

President Loeb continued his remarks by stressing the important of the U.S. President because he or she appoints federal judges, the Secretary of the Department of Labor, and board members of the National Labor Relations Board. The Trump judicial appointments are based on ideology, and find cases that are fact supportive for the conservative movement and get those cases up to the U.S. Supreme Court.

President Loeb also stated that he supports OSHA's decision on climate control in the workplace, and it will make a difference for workers. We need to protect our members by being active and involved in the political process. President Loeb concluded his remarks by thanking the Legal Department for its work on behalf of the members.

## **POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT**

Political/Legislative Department Director, Tyler McIntosh and Assistant

Political/Legislative Department Director, Jackson Rees reported on the International's political program for the 2024 elections, local union Political Coordinator support, advancement of the IATSE federal legislative agenda, Biden administration engagement, and a 2024 election outlook.

### **Political Update**

The Special Election for the New York 3rd Congressional District (NY-03) took place on February 13th. Labor-endorsed candidate and former Congressman, Tom Suozzi prevailed by eight points. The International invested heavily in this race with IATSE PAC resources. IATSE and its affiliated local unions have maintained a strong working relationship with Suozzi throughout his career. The Political/Legislative Department ("the Department") coordinated with the Political Coordinators of New York local unions with members in NY-03 to engage in the labor program through phone banks and labor walks.

The Department has been preparing for the 2024 elections by updating current resources, planning new trainings, and expanding modes of member communication. The International's 2024 political program will include targeted digital ads for the first time. Digital ads are an opportunity to engage more IATSE members in this election cycle. The Department has partnered with the firm Middle Seat to implement a digital program.

The Department completed an annual review of the local union Political Coordinator contact list

maintained by the International. The Department identified several defunct Political Coordinator emails using the features of a new email service. Political Coordinators with a defunct email and no further contact information were removed from the list, resulting in several Locals no longer having an identified Political Coordinator. The Department initiated a process to bring the Political Coordinator list up to date utilizing the IATSE finance system database. The Department emailed the Local Officers of each Local without a designated Political Coordinator requesting that someone be appointed to the role. Of the 310 U.S. Locals, there are twenty-three Locals without a Political Coordinator representing a total of 1,315 members, or 0.95 percent of the U.S. membership. They are Locals 3, 19, 60, 64, 102, 146, 284, 298, 614, 674, 788, 794, 804, 842, 886, 923, 926, AE-936, AE-938, B-90, B-751, B-754, and B-868. The Department sent an updated Political Coordinator list to each U.S. District Secretary and requested assistance contacting Locals without an identified Political Coordinator.

Due to recent anti-union conduct by Intuit Mailchimp, the Department discontinued use of their service. Effective February 22nd, all IATSE Political Coordinator email updates are being sent through the email platform, SendGrid.

On May 14th, President Loeb sent a memo to all U.S. Local Officers to highlight key political webinar trainings that the Department has updated and developed for the 2024 election cycle. The memo included updated versions



of *Political Coordinator 101* and *IATSE PAC: Join the Fight!*, and the May 2nd installment of the *IATSE Political Coordinator Forum Series* reviewing the *Election Year Timeline of Political Activism*. The webinars establish a core understanding of the political work of the Union and provide the tools and guidance necessary to implement effective local union political programs. President Loeb asked all U.S. Local Officers to deliver the *IATSE PAC: Join the Fight!* presentation to the local union membership in 2024 and encourage recurring IATSE PAC contributions.

On April 5th, the IATSE Education and Training Department hosted the 2024 webinar edition of *The Impact of Elections on Labor Law, Unions, and Their Members* with James M. Heinzman, CPA, CFE. The Department urged Political Coordinators to participate and followed up with access to the recording. The webinar is available to all IATSE members via the Education and Training Department member webinar training channel.

The Political/Legislative and the Education and Training Departments jointly developed the education session for the 2024 IATSE U.S. District Conventions titled, "Overcoming Polarization for 2024 Electoral Wins". The presentation addresses the challenge of polarization within local unions and proposes an effective way to have conversations about the 2024 elections leading with empathy and shared values. The session provides concrete tools that local union leaders and Delegates can take back to the Local to normalize talking about politics with members

and overcome polarization to deliver electoral wins for IATSE members this fall. The presentation has been delivered at Districts 2, 3, 4, 5, 6, 8, 9, and 10 with Districts 1, 7, and 14 upcoming.

President Biden's poor performance at the June 27th presidential debate transformed the political landscape for the 2024 presidential election and culminated in his announcement on July 21st that he would not be seeking reelection. Six states have moved toward Trump in the Electoral College ratings from Cook Political Report. Minnesota, New Hampshire and Nebraska's 2nd District have shifted from Likely Democrat to Lean Democrat. Arizona, Georgia and Nevada have shifted from Toss Up to Lean Republican. Michigan, Pennsylvania and Wisconsin remain in the Toss Up column.

On July 22nd the General Executive Board voted unanimously to extend its endorsement to Vice President Kamala Harris for President of the United States, following President Biden's decision not to seek reelection and his subsequent full support and endorsement of Harris' candidacy. The International issued a release announcing the endorsement and expressing gratitude to President Biden. Vice President Harris has played a pivotal role in delivering policies and legislation to benefit IATSE workers. Harris cast the tie-breaking vote in the Senate to pass the American Rescue Plan Act, engaged IATSE for input on executive actions that will increase worker organizing and empowerment in our industries as chair of the White House Task Force on Worker Organizing and Empowerment, and joined President

Biden in inviting an IATSE organizer to the White House to lift up organizing successes in animation. The Department is committed to doing whatever it takes to elect Kamala Harris this November. On July 22nd the AFL-CIO Executive Council voted unanimously to endorse Kamala Harris for President in the 2024 election.

The Department developed an *IATSE for Biden* webpage on IATSE.net in collaboration with the Communications Department to amplify the previous IATSE endorsement of President Joe Biden and Vice President Kamala Harris for reelection. The webpage detailed Biden's record of support on issues affecting IATSE and highlighted specific examples where the President and his administration have engaged directly with IATSE members and the International. A segment of the page was dedicated to recounting the labor record of the Trump administration. The Department is revamping the webpage and expects to relaunch it in the coming weeks as *IATSE for Harris*. The webpage will be foundational for messaging the 2024 presidential race and establishing the IATSE-specific contrast between Harris and Trump. The Department intends to highlight the webpage with the membership through the International's 2024 political program.

The U.S. Senate and House of Representatives outlooks have held steady since last report. The seven competitive seats Democrats must retain in the Senate to keep the majority remain in either the Lean Democrat or Toss Up column. The Arizona open seat race between Democratic Congressman



Ruben Gallego and Republican Kari Lake shifted from Toss Up to Lean Democrat, the Michigan open seat race between Democratic Congresswoman Elissa Slotkin and former Republican Congressman Mike Rogers shifted from Toss Up to Lean Democrat, and the Nevada race between Democratic incumbent Senator Jacky Rosen and Republican Sam Brown shifted from Lean Democrat to Toss Up. In the House, there are twenty-two races rated as Toss Up, eight as Lean Republican, and fourteen as Lean Democrat. This is virtually unchanged from January with forty-four races of 435 deemed to be highly competitive in 2024.

### Legislative Update

In February, the International published updates to the *IATSE Federal Issue Agenda* for the second session of the 118th Congress. A key addition to the agenda is, “Establish safeguards to ensure the fair and ethical use of Artificial Intelligence (AI) and Machine Learning (ML) tools.” Generative AI and ML technologies, if left unchecked, represent the next frontier of large-scale online piracy. Absent safeguards to ensure consent, compensation, and credit for the use of copyrighted works and intellectual property (IP), and appropriate transparency of training sets, AI will be used as a sophisticated, deceptive tool for content theft. IATSE is advocating for policies that: Maintain strong copyright and IP laws, and prioritize the people involved in the creative process; Require transparency of generative AI training data sets and the use of AI & ML systems; and Ensure entertainment workers are fairly

compensated when their work is used to train, develop, or generate new works by AI systems. The Department added hyperlinks to the Congress.gov website for each piece of legislation highlighted in the agenda. The enhancement makes the resource more dynamic and will further enable IATSE Locals and members to pursue legislative advocacy with Members of Congress in their jurisdiction.

On April 9th, Representative Adam Schiff (D-CA) introduced the *Generative AI Copyright Disclosure Act*, a bill to establish transparency with respect to copyrighted works used in building generative AI systems. The Department provided direct input on the bill language. IATSE endorsed the *Generative AI Copyright Disclosure Act* and issued a press release in support. The legislation introduces critical measures to protect the intellectual property rights of creators in the age of AI. It mandates transparency from companies in disclosing the use of copyrighted works to train AI systems, ensuring creators are informed and have the tools to advocate for credit where due. The Department is continuing to collaborate with Rep. Schiff to advance this effort.

On May 15th, a bipartisan working group led by Senate Majority Leader Chuck Schumer (D-NY), along with Sens. Heinrich (D-NM), Rounds (R-SD) and Young (R-IN), released a roadmap for AI policy in the U.S. Senate. The roadmap summarizes findings from the AI Insight Forums convened last year – participated in by IATSE International Vice President Vanessa Holtgrewe – and identifies

policy areas of consensus that merit bipartisan consideration in the 118th Congress and beyond. The International issued a statement welcoming the release of the roadmap and urging Congressional action. On issues key to IATSE workers, the bipartisan working group encourages the relevant Senate committees to: *Ensure that stakeholders – from innovators and employers to civil society, unions, and other workforce perspectives – are consulted as AI is developed and then deployed by end users; Consider developing legislation to establish a coherent approach to public-facing transparency requirements for AI systems; Consider federal policy issues related to the data sets used by AI developers to train their models, including data sets that might contain sensitive personal data or are protected by copyright, and evaluate whether there is a need for transparency requirements; and Review the results of existing and forthcoming reports from the U.S. Copyright Office and the U.S. Patent and Trademark Office on how AI impacts copyright and intellectual property law, and take action as deemed appropriate to ensure the U.S. continues to lead the world on this front.*

In April, the Department drove IATSE engagement in an Action Network letter campaign to Members of Congress asking that they sign the House and Senate appropriations request letters in support of funding the National Endowment for the Arts (NEA) and the National Endowment for the Humanities (NEH) at \$211 million in Fiscal Year 2025 (FY25). Over 15,000 letters were sent to Congress



and the campaign had an impact, with 42 Senators and 116 Representatives signing the funding request letters in support of increased arts funding. All 42 Senators and 110 of 116 House members who signed the letters were Democrats.

### **Administration Update**

On January 11th, Department of Labor (DOL) Acting Secretary Julie Su visited the IATSE Local 720 Training Center in Las Vegas. President Loeb, General Secretary-Treasurer James B. Wood, and several IATSE Department Directors were in attendance. Acting Secretary Su received a tour of the training center from Leon Morris, IATSE Local 720 Training Manager followed by a conversation with Local 720 and International leadership. Local 720 reported an influx of work for the Local since the visit of Secretary Walsh and highlighted IATSE union made events in Las Vegas. President Loeb updated Acting Secretary Su on IATSE national organizing momentum in visual effects, gaming, production, and animation. There was discussion on the impacts of AI on the entertainment industry and IATSE crafts. Acting Secretary Su highlighted the new DOL independent contractor rule to crack down on misclassification and DOL's Worker Organizing Resource and Knowledge (WORK) Center. Acting Secretary Su recorded video content with Local 720 leadership to highlight IATSE behind the scenes entertainment workers who bring union made events to life.

On February 28th, Acting Secretary Su invited Frank Brown Jr., IATSE Local 22 member and Kennedy Center

Production Shop Steward, to participate in a discussion at DOL celebrating the Black History Month national theme, "African Americans and the Arts." Acting Secretary Su moderated a panel that highlighted the importance of good jobs, equity, and job quality in the arts, particularly for Black workers. The conversation addressed the critical role that unions play in achieving equity for workers of color and creating career pathways in the arts and entertainment industries. Panelists included Dr. Maria Rosario Jackson – Chair of the NEA, Congressman Maxwell Frost (D-FL), and union representatives from Actors' Equity, AFM, AGMA, SAG-AFTRA, and SDC. The event underscored the arts and entertainment as a viable and secure career path for individuals, especially for marginalized communities. The International issued a news release highlighting the panel in addition to Acting Secretary Su's visit to Local 720.

President Loeb began his remarks by reiterating U.S. Representative Tom Suozzi's statement, "labor made the difference," when referring to Representative Suozzi's election. We need to keep certain parts of government on the side of labor because it is a precarious position we are in today.

President Loeb continued by stating that the political and legislative affairs department and the communications department make it simple for the Locals to create a political program. The IATSE has a real opportunity and there is real excitement with Kamala Harris stepping up as the potential Democratic candidate.

President Loeb also remarked that the live-events and entertainment industry is surrounded by politics and policy, including artificial intelligence. The IATSE needs politicians who are on the side of the labor regarding this change in technology.

President Loeb concluded his remarks by stressing to the members to get involved in the political process, and he thanked the political and legislative affairs department for its work and putting the IA on the political landscape.

### **IATSE DISASTER RESPONSE COMMITTEE**

Committee Chair and International Trustee Andrew Oyaas, International Vice President Damian Petti, International Representatives Wade Tyree, Senior Communications Coordinator Steven Chaussee and Committee member Dawn Arevalo presented a report to the Board regarding the Disaster Response Committee.

There have been certain noteworthy natural disasters since the Committee's last appearance before the Board. Atlantic Ocean hurricanes continue to be a major threat to the southeastern United States and the formation of storms in this region are indicative of the effects of climate change on the world's oceans. In this same way, there are predictive estimates that this year may be one of the most active hurricane seasons in recent records.

As the Committee has reported before, preparedness is key to keeping workers and Alliance members safe. Preparation resources are available for U.S. members on the "ready.gov" web site and for Canadian kin at



“getprepared.gs.ca,” or their respective province’s emergency response website.

The number, size and duration of wildfires in the U.S. and Canada have been steadily increasing over the past decade. In recent years, wildfire smoke has enveloped entire towns and cities for several days, weeks or even months during wildfire seasons. Wildfire smoke may cause a range of health effects ranging from irritation to exacerbation of existing respiratory or cardiovascular disease requiring hospitalization. The Committee included details about these hazards in its report (e.g., public health agencies measuring airborne particulate matter that is 2.5 micros or less—PM2.5—, small enough to enter into the deep lung have established indicators of wildfire smoke dangers). Many public health agencies have established various controls to reduce the risk.

Recently, several states in the U.S. including Oregon, Washington and California, have established occupational regulations around wildfire smoke providing control measures that should be taken at increasing levels of PM2.5. Local 891, in British Columbia, has released a new mobile application that may assist employers and workers in assessing working conditions during a wildfire event. It also recommends appropriate measures to take depending on the level of severity.

It was noted that earthquakes remain a major concern, not only in the pacific rim of North American, but also elsewhere as indicated by the April 5, 2024, 4.8 magnitude earthquake that was centered in the New York City metropolitan area. These create

potentially devastating circumstances that workers should remain aware of.

The Committee emphasized the importance of the 2024 U.S. presidential election as well as the importance of supporting Senate and House of Representatives candidates who will support workers in their efforts to avoid the impact of natural disasters in the coming years.

President Loeb thanked the Committee and noted that events are going to continue. The Committee was formed to provide relief to members in the event of a disaster, and unfortunately these events are still happening. However, the Alliance will continue to respond with agility and prepare our members for future events.

### **IATSE DIVERSITY, EQUITY AND INCLUSION COMMITTEE**

DEI Committee Co-Chairs International Representative Elizabeth Pecos and Kimberly Butler-Gilkerson along with Committee Members International Vice President Toni Burns, International Trustee Tuia’ana Scanlan, Communications Outreach Coordinator Megan Greene, International Representatives Bryant Preston and Nancy Hum-Balbos, Local leaders DeJon Ellis, Jr., Malakhi Simmons, and Nefthali Nieves appeared before the Board to update on Committee activities since the Board’s mid-winter meeting in Nashville.

#### **DEI Committee Update**

The Committee began with a brief update on its structure. Upon being reconstituted in 2020, the Committee started with 28 members appointed by President Loeb. They developed an

attendance policy and held elections to establish Committee leadership. Currently the Committee is comprised of 23 members, representing the US and Canada and a diverse cross-section of the Union’s crafts, Locals, and backgrounds. The Committee working groups are Communications, Education & Training, Governance, an ad-hoc Recruitment group, and for the past few years, they added a Survey, Census working group. Over the next several months the Committee groups are undergoing a “re-boot” to update the 2021 goals for 2024 and beyond. Additionally, there is a new group, the Writing working group, to be led by Malakhi Simmons. This group will work collaboratively with the Communications group to facilitate the writing and distribution of Committee statements and Official Bulletin articles. Finally, there is another ad hoc working group for Convention Preparation, to plan and organize the DEI Committee Quadrennial Convention presentation.

The Committee is pleased to welcome Nefthali Nieves, the most recent appointment to the DEI Committee. Brother Nieves is the Business Agent for Local 494 in Puerto Rico and serves on his Local’s Education Committee and Order & Discipline Committee. He is a Key Grip by trade. The DEI Committee has long considered Nefthali an honorary member, as he has supported and participated in many of the Committee’s initiatives and activities over the years.

The Committee continues to work with Locals on an as needed basis to provide information, resources, and guidance such as setting up Local DEI



Committees and work plans, strategies for implementing outreach and training and more. Plans for the next year include expanding the Committee's website to make resources readily accessible to all Local leaders, committees, and members and to create a network of Local IA DEI Committees.

Committee member and communications working group leader, Megan Greene, who oversees committee communications, monitors email and social media channels, and produces the Visibility Matter Member Spotlights program, also finds time in her busy schedule to represent for the IATSE and the Committee at several conferences. In January, Sister Greene attended the 2024 AFL-CIO Dr. Martin Luther King, Jr. Civil and Human Rights Conference in Montgomery, AL with over 800 union members, activists and organizers. The theme, "Our Voice, Our Ballot, Our Future" centered around Dr. King's vision for collective action at the voting booth to safeguard the pillars of our democracy. In May, Sister Greene attended the Coalition of Black Trade Unionists Convention (CBTU) in Houston, Texas under the theme "Never Back, Always Forward: Hate Cannot Erase Us." Sister Greene participated in a week of workshops focused on unionism and GOTV initiatives for the 2024 election, including, "Intro to Collective Bargaining," "Operations in Getting out the Vote," and "Project 2025." After the conference Sister Greene and co-chair Pecos held an impassioned debrief on what was talked about at the conference, including points from Project 2025 and what is at stake in the election.

Under the Committee's ongoing campaign 'Visibility Matters,' there is acknowledgement and highlighting of the IATSE's ever-evolving diverse membership as well as emphasizing education and awareness around key dates and topics. To that end, over the past 6 months the Committee issued statements for Martin Luther King Jr. Day and Juneteenth holidays and published articles on DEI topics in the Official Bulletin. The Committee recognized Writing Group leader, Simmons, who has spearheaded the writing for the 2024 DEI Committee's issued statements.

In February, during Black History Month, the Committee collaborated with the Communications Department to publish member spotlights and collaborated with the Education Department to promote the roll out of the 2024 IATSE Human and Civil Rights Equity 21-Day Habit Forming Challenge. This is the fourth year, and fourth version of the challenge offered by IATSE, with new readings, videos, and recordings that have been thoughtfully curated by the Education Department to be more broadly inclusive for 2024 and is a great resource if you are looking for materials to share with your committees. The challenges offer a path to learning and an opportunity to promote curiosity, leading to actions that will reflect our Union values. This year, as in years past, the DEI Committee posted a "follow along" guide to recommend challenge choices on the Committee's Facebook, Instagram and Twitter pages. We look forward yearly collaboration with the Education Department and strives to increase participation each year.

During the months of April, May and June, the DEI Committee highlighted additional member story spotlights for Asian and Pacific Islander Month and Pride Month on our social media channels. You can recommend a member for a spotlight by emailing the Committee at [deicommittee@iatse.net](mailto:deicommittee@iatse.net).

In June members from the Committee marched alongside IATSE kin in the annual New York City Pride March.

The Committee continues to collaborate with the Education Department to promote the series of webinars that are available, now organized by categories, and available 24/7 on the member webinar channel located on the Education Department's page on the IA website under "Member Webinar Trainings." Specifically, highlighted are the five courses under the "Communication and Fostering Workplace Solidarity" category, the twelve webinars under the "Diversity, Equity and Inclusion" category, and the two webinars in French, "Code Morin," the French version of Parliamentary Procedure, and the French version of the "IATSE Road Show: Why Unions Matter."

In February, the Committee and Education Department collaborated again, and presented the webinar, "DEI Essentials: Building an Inclusive Culture in our Unions and Workplaces." The webinar covers commonly used terminology and acronyms, allyship, reviews bias and microaggressions, explores appeasement language and its implications, what intersectionality is and why it is important, the bystander effect and how to be an active bystander/



upstander and suggestions on how to build an inclusive culture and foster belonging.

The 2024 LinkedIn Learning catalog of IATSE Diversity, Inclusion and Belonging courses has over 25 asynchronous courses. LinkedIn learning accounts are free to all IATSE members.

Several Committee members and their Locals have been active since the Board's meeting in January. Namely, Local 27 and Local B27 DEI Committees participated in the Pride of Cleveland March in June 2024 in a proud show of unwavering support all pride members.

Local One – Committee member Bobby Score has been working with the ZERO Prostate Cancer organization and has had continued discussions with Committee member Vice President Burns about how to create awareness around male health, especially for BIPOC (Black, Indigenous, and People of Color) kin that are highly susceptible to this deadly disease. Prevention can save many lives through a simple blood test.

Hollywood Locals - For the past four years, the California Department of Education Arts Media and Entertainment program has been holding Highschool Master Classes in film production. In April, Local 728 conducted a Master Class on Set Lighting, taught by Erica D. Hayes, in collaboration with Local 600 Camera Department and Local 80 Grips at Valley Oaks Center for Enriched Studies Magnet (VOCES) in Sun Valley, California.

In May, several of the Hollywood Locals participated in the Entertain-

ment Equity Alliance "Career In Entertainment Expo" at exposition park.

Reporting on DEI gains in negotiations, the Committee is pleased to echo what the Basic and Area Standards Locals shared in their reports that both contract negotiations were able to achieve the addition of Juneteenth as a holiday for those agreements.

The Joint IATSE/AMPTP DEI Committee IA groups for the Basic and ASA continue to meet with the producers to develop "Working Internship Program" guidelines. In the meantime, Basic and Area Standards local unions continue their outreach, workforce development and training for those in communities with historically low workforce representation.

#### **Update on Canadian Activity**

District 11/12- District provided an experiential training open to the delegates on a traditional Blanket Exercise by the Canadian group Kairos. The Blanket Exercise is based on using Indigenous methodologies and the goal is to build understanding about our shared history as Indigenous and non-Indigenous peoples by walking the participants through what it was like for Indigenous people pre-contact, throughout treaty-making, colonization and resistance.

#### **Local 212**

Local 212 has added Truth and Reconciliation Day to most of their agreements and achieved DEI provisions in their new Netflix agreement.

#### **Local 709**

Local 709 is supporting PictureNL with their collaboration with POV Film,

which is aimed at training individuals from diverse backgrounds in the film industry. The Local also sponsored a diversity initiative called Black Creatives Scripted Film Camp which is in partnership with Occupy All Spaces, PictureNL and ACOA.

#### **Local 856**

The Local has adopted Barb Nepinak as their Elder In Residence. The role of the Elder is to have a presence in the room and enhance the experience with their knowledge and local Indigenous culture. The Elder shares their experiences and knowledge.

#### **Local 891**

In February, the Local held an Indigenous Costuming Workshop led by Doreen Manuel. The course covered past, present and future representations of Indigenous people in film and television, with focus on authentic costuming and materials and connecting Indigenous artists to our industry for more intentional relationship building.

The Local has engaged the services of Nordicity to conduct a research study on Sexual Victimization and Abuse of Power to gain an understanding of the experiences of members and collect data to inform next steps to further the protection and support of vulnerable individuals in our membership. The Local has completed the creation of a survey which is now under ethics review prior to sending to membership and has begun initial interview stages of the study.

As an internal organizing initiative, the Local's makeup and hair departments will be hosting a fundamentals of



anti-oppression training led by expert educators from BAKU consulting.

The Local has launched a 'Makeup for Doubles Working Group' that will address guidelines for makeup head of departments (HOD's) and their teams when lightening or darkening skin tones for stunt and photo doubles.

### ***What's at stake in the next election for BIPOC voters?***

The Committee concluded its report by addressing the high stakes in the upcoming US Presidential election. Elections matter and voting has consequences, and looking through an intersectional lens, the Committee is addressing and exploring why voting matters in 2024 for BIPOC communities.

Historically, BIPOC communities have faced systemic barriers to voting. For example, voter suppression laws disproportionately affect BIPOC communities by restricting voter access through limiting voting hours, implementing voter ID requirements and placing restrictions on early or absentee voting. Weakening access to voting sites by setting up polling stations in inconvenient or distant locations makes it challenging for rural and underrepresented communities to access them and can lead to longer wait times. Limiting the availability of voting materials in other languages besides English can disenfranchise ESL or non-English speaking BIPOC voters, especially immigrants and refugees. Gerrymandering can be used to dilute BIPOC voting power where there are significant minority populations that could influence electoral outcomes. The socioeconomic inequalities of

BIPOC communities that have led to overall distrust in the political system and political candidates breeds apathy and disengagement. The systemic barriers mentioned, which is not an exhaustive list, ultimately discourages participation in the voting process and contribute to unequal access to the electoral process.

The Committee will remain vigilant in their pursuit to educate on what is at stake so that they can empower families, friends, kin and themselves to be actively engaged in the 2024 election.

President Loeb noted that the Committee is engaged and active; indeed, the report is filled with activities. He noted however that there is a lot of work to do. He observed that there is a comprehensive list of DEI offerings to attract whatever one's interests lie. He encouraged all members to visit the Committee's website and participate in their programs.

President Loeb stated the importance of all voices being heralded and supported with concrete actions. Additionally, there must be policies aimed at encouraging the success of everyone.

Finally, President Loeb thanked the Committee for their dedicated work, commending the strong and committed leadership of Committee co-chairs Pecos and Butler-Gilkerson, who are now supported by International Vice President Burns.

### **IATSE GREEN COMMITTEE**

Assistant Department Director for Stagecraft Stasia Savage and Brigitta Romanov, and Nancy Hum-Balbosa reported on the Committee's activities

since the Board last met in January 2024.

Locals 669 and 729 have become the most recent Locals to form Green Committees.

In April, International Representative and Education Safety Coordinator Hannah D'Amico and Assistant Department Director of Stagecraft Stasia Savage attended The Climate Reality Project's, Climate Reality Leadership Corps training in New York City. This training focuses on gaining a deeper understanding of the climate crisis, how to solve it, and the relationships between people and the planet.

### **Local Union Activities**

#### ***Local 44***

Local 44 has been meeting monthly to educate and inspire their members. They have created Linktree, Facebook and Instagram accounts to publish green guides and discussion groups, videos and other messaging on sustainability topics. Their members continue to volunteer their time and talent on green outreach and opportunities. The Propmasters Liftgate Tailgate party donated water bottles and partnered with EcoSet to properly divert 47 lbs. of landfill waste and 123 lbs. of recycling and 111 lbs. of compost.

#### ***Local 600***

Earlier this year Local 600 passed a Sustainability Resolution at the National Executive Board meeting. The Resolution declares Local 600's commitment as members of a labor union, on behalf of the safety of our crews, to encourage and endorse carbon-neutral productions through sustainable on-set practices.



The Local hosted many events in honor of Earth Month. At the National Association of Broadcasters (NAB) in Las Vegas, Assistant Western Region Director Michael Chambliss moderated a panel titled “Sustainable Production Across the Globe,” and at Filmscape in Chicago, Sustainability Committee members Nihal Dantluri and Stephanie Dufford held a panel “Breaking Down the Myths of Sustainable Production Practices.”

Local 600 hosted community clean-ups and electronics recycling events in Albuquerque, Atlanta, Chicago, Los Angeles, and New York City. In LA, they collected 513 pounds of e-waste and gave away eighteen hygrometers and educated members about the [Local 891 Heat Stress App](#), which helps determine safe working conditions by measuring relative humidity.

An ongoing effort of Local 600 is the P-touch Cartridge Recycling Program. They have partnered with over 40 camera rental houses across the country to establish recycling centers for camera assistants when they prep and wrap.

#### **Local 631**

Local 631 has become a signatory to the Creative Industries Pact for Sustainable Action. The Local participated in the Martin Luther King Day “Seedlings for Civil Rights” by planting trees in the Orlando area. The Local also hosted climate change webinars with the Surfrider Foundation about beach cleanup, dune restoration, protecting the aquifer, and more.

For the last few months members have taken part in Tabled at the Earth, Arts and Environment at the Orlando

Science Center, and the UF IFAS Adopt a Tree events. The Local has also started a newsletter and created an inventory of climate education from across the US and Canada. Lastly, in taking a cue from Local 600, Local 631 donates trees in lieu of flowers when a member has a life-changing event.

#### **Local ADC659**

The Local is part of the Green Riders program where users gradually decrease the amount of carbon emissions created through personal transportation. Some current productions have signed onto this program to promote sustainability at the ADC.

#### **Local 667**

Green Committee Chairs, Yvonne Collins and Andrew Stretch have taken a grassroots approach to sustainability. One major initiative has been encouraging crews to use a refillable water bottle and they report that plastic water bottle use has dropped dramatically. In previous surveys of green practices this has been an area of great concern to members.

#### **Local 705**

In March 2024, Georgina Curtis, chair of the Green Committee attended NAB to be a panelist for Local 80. She also attended the Local 80 recycling event with Alex Coyle. The Local 705 Green Room continues to function successfully as a non-profit recycling project. Additionally, they offer members of Locals 705 and 892 a free kit to create costumes for the screen.

#### **Local 709**

Local 709 has also taken a grassroots approach to sustainability and recycling.

The Local works with Green Sparks Group to promote sustainability and educate their members.

#### **Art Directors Guild Local 800**

Monthly ADG Green Committee meetings have incorporated Guest Speakers including:

The Good Plastics Company, UrbanJacks and Superuse Studios to share their processes of reclaiming scrap lumber for reuse and green products to use on set. At SXSW, the ADG Green Committee had a spot on the Sustainability panel.

The Local also has quarterly inter-Local Green/Sustainability meetings to motivate, share, and update each other within the various Locals, and have started a Discord channel to streamline communication and resource sharing.

Lastly, the Local has a regularly occurring column in Perspective Magazine with “Green Reports” and NPR recently produced piece that that members participated in which focused on efforts to keep used set pieces out of landfills and building a circular sustainable Art Department process.

The Art Directors Guild also hosted an event called Curb Your Recycling which Local 44 and Costume Designers Guild Local 705 also took part in.

#### **Local 856**

In their office the Local provides a water cooler and bamboo cutlery to cut down on disposables. Paper usage is also down by 80% as printed material is discouraged. The Local also has a co-op shared vehicle for use by staff. Future plans include a charging station for electric vehicles.



Members have begun to use a hybrid generator on some productions and one employer recently hired an eco-coordinator as part of their green support for shows.

### **Local 873**

The Local 873 Environment Committee has met monthly since January 2024. They have developed a Strategic Plan for 2024 that includes sponsoring a Scriptation webinar, reducing food waste, and introducing clean vehicle fuel on every production. In the interest of reducing single use plastic waste, the committee successfully lobbied for Local 873's own reusable cutlery sets. These union made stainless steel sets are available on the Local's website at a nominal cost.

The committee also started a "Sustainability Page" on the Local's website. They are excited to have a dedicated page to highlight IATSE technicians who are striving to work sustainably, informative articles concerning environmental issues, and events and resources to educate and engage the membership.

### *Costume Designers Guild (CDG)* **Local 892**

The CDG recently partnered with Homeboy Threads to take unwanted clothing and scraps for recycling as an ongoing textile recycling program for members. This included conducting interviews and a facility tour to provide a detailed understanding of the current waste textile system and the practicalities of the current textile recycling landscape. To complement this partnership the Local also created a Textile Recycling Guide for members

### **Local 891**

Local 891 has held Clean Energy Battery Workshops with over 180 attendees to date. These workshops can be adapted to include additional clean power options as they become available. Founded by a member of Local 891, Keep It Green Recycling offers recycling and waste management to the industry, keeping resources out of landfills and available for other productions and non-profit users. Local 891 serves as a sponsor and advisor for sustainability groups such as Reel Green, Sustainable Production Forum and the Reel Earth Day Challenge.

As the Convention nears, the Green Committee would like to ask Locals to be mindful of swag items they may wish to order and their impact on the planet and its people.

President Loeb began by stating that he is pleased to hear Locals are forming green committees; he charged the young worker's committee to focus on this issue as well.

President Loeb continued his remarks by saying climate change is real, reminding those in attendance that during the meetings of the Board in Calgary, a couple of the days were extremely polluted. He cautioned the importance of governments and people having a plan to deal with climate change.

President Loeb called for ambitious goals to engage the membership on this important issue and concluded his remarks by thanking the committee for its important work.

### **IATSE NBF**

General Secretary-Treasurer James

B. Wood, International Vice President Michael F. Miller, Jr., and International Trustee Patricia A. White presented to the Board a report on the IATSE National Benefit Funds.

Contribution receipts for the six-month period ending June 30, 2024, were \$296,360,930. This amount, as compared to the same period in 2023 is 11.49% higher and looking at the same period in 2019, the year prior to the pandemic, receipts are 33.24% higher. The National Funds experienced a 1.21% decrease in contributions compared to the same period in 2022 when contributions coming from motion picture production were 70% of all contributions. That percentage has declined to 62.8% for the six months ending June 30, 2024, with the balance coming from live theater, amusement establishments, trade shows and exhibition, broadcast employers, and more.

As of June 30, 2024, net assets of the Funds have reached \$3.0 billion. Compared to total net assets of approximately \$2.0 billion as of June 30, 2019. The net asset levels of the Funds first crossed the \$1.0 billion level in November 2013. Comparing year-end 2023 to the first six months of 2024, the net assets of the Funds increased by 7.38%.

As of December 31, 2023, the IATSE National Health & Welfare Fund provides health coverage to 57,401 lives in one of its eight different Plan options: Plan A, Plan C1, Plan C2, Plan C3, C4, the Medical Reimbursement Plan, the Retiree Only Medical Reimbursement Plan and Triple S for the Plan's Puerto Rico residents.



The IATSE Annuity Fund now holds balances for almost 100,000 participants. Accounts are held in various options provided by Principal financial group. Principal has an easy-to-use app that allows participants to check their balances and plan for retirement with a special retirement calculator.

The IATSE National Pension Fund continues to provide monthly retirement benefits to just over 3,500 pensioners and/or beneficiaries from Plans B & C (and the former Plan A).

The Fund Office continues to work on a new database system. The current system is being used as the basis for the platforming of the new system. As a module, such as pension credits is completed it gets deployed and replaces the corresponding old database function. This project will continue for several years until the Funds are completely moved over.

The Fund's website continues its re-development. It is being completely redesigned and new features are being added such as pension credits and vesting information. The Funds are projecting to launch the new site by March 31, 2025.

The Board of Trustees continued to ease the termination withdrawal rules in the Annuity Fund to allow participants affected by last year's strikes the ability to easily take a withdrawal. This was done to help those unable to meet financial needs because of the slow return of work. This relief was approved through July 31, 2024.

President Loeb thanked those reporting. He noted the huge growth increases in the accounts and health

of these Funds. He noted that many workers and their families remain covered by these benefits. The Funds have been able to offer relief and help due to the clear and demonstrable stewardship and commitment of the trustees and the Union will continue to monitor the assets and vitality of the Funds.

### **IATSE PAC REPORT**

General Secretary-Treasurer James B. Wood, International Vice Presidents Craig Carlson and Carlos Cota, International Representative Thom Davis, and Political and Legislative Affairs Department Director Tyler McIntosh reported to the General Executive Board concerning the IATSE Political Action Committee (PAC).

For the period January 1, 2024, to June 30, 2024, the IATSE PAC received \$133,682 in contributions and made disbursements of \$229,500. The State and Local PAC received \$15,000 in contributions and made disbursements in the amount of \$4,500. The Federal Speech PAC had receipts of \$90,000 and made disbursements of \$240,000.

There were three significant one-time contributions. These were \$16,229 from the PAC event held at the mid-winter General Executive Board Meeting, \$13,746 from various District events and \$11,192 from Local 2.

There are presently 1,369 monthly credit card and payroll contributors which is an increase of 92 from the previous six-month period. Members from 142 different local unions made contributions to the PAC.

The disbursements of \$229,500 from the IATSE PAC were contributed

to sixty-four different campaigns. The disbursements of \$4,500 from the State and Local PAC were contributed to three campaigns and the disbursements of \$240,000 from the Federal Speech PAC were contributed to four different campaigns.

The PAC lapel pins for the three levels of PAC participation which are President's Club, Leader's Club, and Activist's Club and coincide with the \$40/\$20/\$10 per month contribution levels continue to be sent to those who become monthly contributors and that will include any new signups from those attending the PAC Fundraiser at the General Executive Board meeting.

The 1st Annual IATSE PAC Local Solidarity Awards were presented during the IATSE PAC Committee report at the 2024 Mid-Winter General Executive Board Meeting in Nashville and will be awarded annually at each future Mid-Winter GEB meeting. Recipients of the inaugural awards were recognized in The Official Bulletin: 2024 Q1/ No. 683.

The Committee provided a mid-year update on qualifications for the 2nd Annual IATSE PAC Local Solidarity Awards as of June 30th. Locals 26 and 121 have qualified for the Bronze award. Local 592 has qualified for the Silver award. Locals 8 and 631 have qualified for the Gold award. Local 2 has qualified for the Platinum award. Locals 16, 28, 44, 52, 126, 154, 536, 600, 665, 728, 868, and 893 have nearly qualified for the Bronze award. The PAC Committee commended these Locals and looks forward to seeing what they achieve by year's end. The PAC Committee encouraged additional U.S. Locals to



prioritize IATSE PAC this year and achieve recognition in 2025.

The IATSE PAC: Join the Fight! presentation has been updated for the 2024 election cycle. In a May 14th memo, President Loeb asked all U.S. Local Officers to deliver this updated presentation to their membership in 2024 and encourage recurring IATSE PAC contributions. Locals can contact the Political/Legislative Department for more information at [polleg@iatse.net](mailto:polleg@iatse.net).

In passionate remarks, President Loeb emphasized that this is the most important time to donate to the PAC. Hopefully the friendly competition between the Locals will be helpful. At present only two-to-three percent of members participate in the PAC, which is woefully inadequate. Failure to properly fund the PAC results in a lack of access and an inability to support labor-friendly politicians which has serious real-world consequences. The membership is guaranteed to suffer if the Union cannot support these candidates. Political activism is one of the four pillars. Donating to the PAC gives the Union access to politicians to explain the kitchen table issues that the membership is dealing with. This is just as important as fighting for wages and benefits at the bargaining table and the Locals need to treat it accordingly. No labor union in the United States that is avoiding participating in politics for whatever reasons is doing its job to properly represent its members.

### **IATSE PRIDE COMMITTEE**

IATSE Canadian Office Operations Manager and IATSE Pride Committee Chair Nate Richmond, International

Vice President and National Business Agent, United Scenic Artists, Local USA829 Carl Mulert, International Representative Rachel McLendon, IATSE Local 631 Business Representative Kimberly Holdridge and Assistant Executive Director of the Costume Designers Guild, Local 892 Doug Boney provided the General Executive Board with an update on the IATSE Pride Committee's activities since the Mid-Winter meetings in Nashville, Tennessee.

The Committee began its report by providing an update on the status of various pieces of U.S. legislation that directly affects the LGBTQ+ community.

The Parental Rights in Education Act, a piece of legislation passed by the state of Florida back in 2022, often referred to as the "Don't Say Gay" Bill, generally limited the ability of teachers to acknowledge the existence of the LGBTQ+ and/or issues relevant to the LGBTQ+ community in schools. However, as a result of opposition by the LGBTQ+ community and its allies, Florida law makers have now agreed that books featuring LGBTQ+ characters can be made available in school libraries and LGBTQ+ anti-bullying programs in school can resume. In addition, teachers can once again openly designate their classrooms as LGBTQ+ safe spaces, openly disclose their membership in the LGBTQ+ community and openly participate in gay-straight alliance meetings without fear of disciplinary action as well.

In April 2024, the Biden-Harris Administration's Department of Education released its long-awaited

revisions to Title IX, a piece of Education Act legislation that applies to schools, local and state educational agencies and other institutions that receive federal financial assistance. Title IX was originally aimed at protecting people from discrimination based on sex but did not include gender identity and sexual characteristics as prohibited grounds of discrimination. As a result of the recently passed revisions to Title IX, which become effective August 1, 2024, states that have not otherwise individually blocked the application of the revisions will now ensure students cannot be discriminated against on the basis of their gender identity or sexual characteristics.

Also in April of 2024, the Biden-Harris Administration introduced Affordable Care Act regulations that further protect members of the LGBTQ+ community from discrimination on the basis of sexual orientation and sexual characteristics. In particular, the regulations expressly prohibit the denial of fertility treatments for same sex couples, verbal and/or physical abuse directed at members of the LGBTQ+ community from medical providers and the denial of medical services based on sexual orientation. The revised regulation also now expressly prohibits denial of coverage for hormone therapy for transgender patients.

The Biden-Harris Administration also updated the Equal Employment Opportunity Commission enforcement guidelines in April of 2024 to recognize any refusal on the part of employers to communicate with transgender employees using their preferred pronouns



and any refusal to permit transgender employees from using washrooms that match their gender identity as instances of unlawful workplace harassment under any federal anti-discrimination laws.

The Committee then proceeded to highlight the various LGBTQ+ initiatives Committee members and IATSE members participated in since its last report.

The Committee's report noted that Committee Chair Richmond attended the Canadian Federal Government's Canadian Pride Caucus one-year anniversary event in February 2024 and participated in network meetings held by the UNI LGBTQ+ network and in meetings of the Canadian Labour Congress Solidarity and Pride Group in February 2024.

Vice President Mulert reported that he has been assigned to serve as the IATSE representative at the AFL-CIO Civil, Human and Women's Rights Department which remains focussed on re-shaping the Department's portfolio on racial, economic and gender justice.

In June of 2024, Local USA829 member Justin Schmitz represented the IATSE at the White House's Pride Month celebrations on the South Lawn. Also in June of 2024, Committee member Boney travelled to Washington, DC to attend the Pride at Work 30th anniversary event and Los Angeles Mayor Karen Bass' "Colors of Unity" pride event at the mayor's residence.

In addition to the Committee taking steps to once again actively promote Pride month through daily social media posts and participate in various Local

Pride events across North America, Vice President Mulert was featured in an IATSE's Diversity, Equity and Inclusion Committee social media spotlight while Committee Chair Richmond was featured in social media posts by the IATSE's Production Workers' Guild and Committee member Holdridge was featured in a social media post by the AFL-CIO for her work on behalf of the LGBTQ+ community.

The Committee then proceeded to highlight some important LGBTQ+ developments in Canada including the Canadian Blood Services' issuance of a formal apology to the LGBTQ+ community for its historical refusal to permit on members of the LGBTQ+ to donate blood and the Quebec Provincial Government's issuance of its first non-binary "X" gender driver's license to a Quebec resident.

The Committee concluded its report by encouraging General Executive Board meeting attendees to actively participate in the upcoming U.S. elections in November 2024 by providing support in all its forms to candidates that

supportive of and allies to the LGBTQ+ community and by exercising their right to vote.

President Loeb thanked the Committee for its report and, in doing so, once again confirmed the IATSE's ongoing commitment to supporting the Committee and its various initiatives and the IATSE members from the LGBTQ+ community.

### **IATSE WOMEN'S COMMITTEE**

International Vice President and Women's Committee (WC) Chair Colleen Glynn, along with International Vice President Apple Thorne, Stagecraft Assistant Department Director Stasia Savage, and International Representative Cindy Jennings, reported to the General Executive Board on activities of the Women's Committee since the Board's mid-winter meeting in January.

As the new Chair of the Women's Committee, Vice President Glynn is excited to have an opportunity to strengthen and further grow the committee, building on the stage set by Sister Cathy Repola and Sister Joanne Sanders. She has been on the



**Left to Right: Stagecraft Assistant Department Director Stasia Savage, International Vice President Colleen Glynn, International Vice President and Local 720 Business Agent Apple Thorne and International Representative Cindy Jennings.**



steering committee since the WC's official birthday in 2015. Vice President Glynn went to her first Women's dinner in Boston in 2012 where they only had thirty or so Sisters. Fast forward to today, the dinner has about one-hundred attendees. With this growth comes the need for change. Change is difficult, necessary and change is here.

Vice President Glynn thanked Present Loeb, General Secretary-Treasurer Wood, Sisters Vice President Apple Thorne, Stagecraft Assistant Director Stasia Savage, International Representative Cindy Jennings, Retired Vice President Joanne Sanders, members Nicole Miller, Rose Etta Venetucci, and Dawn Arevalo for their support, guidance, and steadfast leadership. She also thanked all district coordinators who gave valuable input that helped shape the restructuring of the Women's Committee.

The goal of this Committee is to build a powerful network of IATSE Sister Rock Star activists. The Committee restructuring includes the return of the original subcommittee model—tweaking the original committees' definitions for the needs of today, building regional teams of leaders by combining districts and empowering additional coordinators. With the goal to welcome all and to build a powerful network of IATSE Sisters.

#### **Updated International Woman's Committee Mission Statement**

The IATSE Women's Committee provides networking and mentorship opportunities for all women of the IATSE, recognizing that IATSE

sisters come in all shapes, colors, and identities, with their own unique stories. We promote education & training, activism & community engagement. We endeavor to create an inclusive environment where everyone feels welcome to celebrate the unlimited potential of IATSE women, to support strength and success in our Union, in our workplaces, our families and in our communities at large. Welcome.

#### **Updated sub-committees: Event Planning, Communication and Activism.**

##### ***Event Planning***

Coordinates all logistics, guest speakers, or other activities to take place at the bi-annual General Executive Board Meetings. May be involved in other networking opportunities that may arise.

##### ***Communication***

Works to coordinate information across the districts and local unions. Including quarterly Bulletin articles.

##### ***Activism***

Focuses on identifying issues that can provide opportunities for women to become fully engaged in their Locals and their communities. These may include work and family issues, women's health initiatives, political activities, and education. May also provide resources for educational opportunities in the larger union community.

Committees meet both in person and virtually throughout the year. If anyone is interested in working on a particular committee, please email [iatsewomen@iatse.net](mailto:iatsewomen@iatse.net).

For more information, please visit

the Women's Committee page listed on [IATSE.net](http://IATSE.net).

#### **New Quarterly Regional Networking Virtual Meetings**

The Women's Committee is taking a page out of the Canadian Sisters book and coordinating Regional "Coffee Klatch" meetings where ALL IATSE Sisters are welcome. The Committee hopes to build a community of IATSE Sisters, connecting those who belong to a Local women's committee, come from a predominantly female Local where there is no Women's Committee and to connect Sisters who just want to become involved.

#### **District Conventions**

Vice President Glynn was pleased to report the District Women's Committee Events surrounding the District Convention are continuing.

The Committee is grateful to all district coordinators who are delivering a power point presentation introducing the WC changes at all District conventions.

#### **GEB Calgary**

The Women's Committee social event was a Happy Hour open to all attendees of the GEB and featured celebratory cocktails, a photo station and a general celebration of the women of the IATSE and their contributions.

The Women's Committee chose Moon Time Connections as the local charity to support during this GEB. Moon Time Connections is a national indigenous-led period equality group supporting Indigenous menstruators across Turtle Island by ensuring that



they have access to menstrual products, and by providing vital menstruation education. Donations will be accepted at any time and can be made at the GEB or by visiting their website below.

<https://truenorthaid.ca/project/moon-time-connections/>

### **Upcoming Projects**

The Committee is gearing up a Get Out the Vote (GOTV) Postcard drive, continuation of the “Sister Spotlight” in the quarterly Bulletin and WC Convention planning event.

### **Global Network of Women of Film and Audiovisual Media**

On March 18, Vice President Glynn had the privilege of representing the IATSE at the United Nations Headquarters in New York City for the First Global Network of Women of Film and Audiovisual Media. She heard from women from all sides of Audiovisual Media including the Director Americas and Caribbean, UN Women, a Chief of Advocacy, Entertainment Industry and Celebrity Engagement, Department of Global Communications, UN, a Delegate UNESCO, New York, a CEO, Chicken and Egg a video production company, and the Vice-President, CIMA and DG Spain Film Commission.

### **UNI MEI Global Women Working Group**

Continuing in Sister Sanders’ footsteps, in early April, Vice President Glynn was invited to join the UNI MEI Global Women Working Group—a group that brings women together who work in the entertainment sectors across the world. The first meeting

of 2024 was held virtually on April 29th; the training focused on gender responsive collective bargaining and on how to ensure that women’s issues are included in bargaining and agreements. The greatest take away was in order to promote gender equality in the workplace, collective bargaining with a gender perspective is essential.

### **U.S Department of Labor’s “Gender based violence and Harassment in Focus: A Summit to Create an Equitable World of Work”**

In June, Vice President Glynn was assigned to attend the U.S Department of Labor’s “Gender based violence and Harassment in Focus: A Summit to Create an Equitable World of Work” at the Department of Labor in Washington, DC. The event was the first ever of its kind. The attendees were from all areas of “the world of work”. The agenda was jam packed and included remarks from Julie A. Su, Acting Secretary of Labor, Wendy Chun-Hoon, Director, Department of Labor Women’s Bureau, followed by a Fireside Chat There were also great table discussions addressing gender-based violence. Other speakers included Linda Powell, Executive Vice President of SAG-AFTRA and Catherine Powell, Senior Advisor from the Biden-Harris Administration, and the very courageous Meleana “Mana” Shim, Chair of U.S. Soccer Participant Safety Taskforce Partner.

Vice President Glynn had the privilege to be on the labor movement’s panel, “The Labor Movement’s Role in Ending Gender-Based Violence and Harassment” with dynamic labor leaders, April Sims, President of the

Washington State Labor Council, Melissa Wells, Special Assistant to the President of the North America’s Building Trades Unions, and Darlene Lombos, President and principal officer of the Greater Boston Labor Council.

President Loeb congratulated the Committee on its reformation. He noted his excitement about the direction of the Women’s Committee, observing that the agenda is conducive to fairness and equality at the local, national and international levels. He observed that the Committee’s expansion and growth are clear indications of acceptance. He welcomed the open-to-all reception stating that men should be involved to solve problems they helped to create. He encouraged all members to engage in the Committee’s GOTV activities and requested the Committee explore forming a task force regarding Vice President Harris’ campaign for the Presidency of the United States. The Committee and its Local constituencies continue to grow and evolve. This next phase should see even more growth, activism, and impact and will have the full support of the Alliance.

### **IATSE YOUNG WORKERS COMMITTEE REPORT**

IATSE Director of Communications Jonas Loeb, International Representatives Wade Tyree and Marisa Shipley, Senior Communications Coordinator Steven Chaussee, Communications Outreach Coordinator Megan Greene, and IATSE HR Coordinator Vanessa Stacey reported on the 2024 Young Workers Committee Conference.

Director of Communications, Jonas Loeb, initiated the report to the Board,





**Left to Right: Communications Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee and Human Resources Coordinator Vanessa Stacey.**

acknowledging the biennial gathering of the Young Workers Committee Conference, which convened in Calgary in advance of the semiannual meeting of the Board. He celebrated the participation of 100 young workers from 63 different Locals, marking a significant engagement across the alliance.

International Representative Wade Tyree shared insights from the conference's opening, which was highlighted by International Vice President Damian Petti's presentation on essential lessons for Local officers. The first day's focus on labor history and economics provided a comprehensive background and current economic challenges, facilitated by AFL-CIO's Kate Shaughnessy.

During the conference, General Secretary-Treasurer James Wood addressed the young workers, sharing his experiences and guidance, particularly for those attending their first GEB. The political landscape and advocacy strategies were discussed in detail, outlining how members could engage effectively in their respective countries.

The second day began with a stirring keynote from International President

Matthew D. Loeb, emphasizing the importance of nurturing the next generation of union leaders. The day continued with "Jeopardy-IA", which used a popular game show format to discuss labor laws in the US and Canada.

The communications session provided young workers with tools and strategies to enhance their Local's outreach efforts, covering how various mediums including social media and press relations can be leveraged for successful movement-building campaigns. Later, organizing strategies covered extensively, with breakout rooms, learning and applying traditional and accelerated organizing models in the entertainment industry.

Local 212 hosted a social event on the evening of Day 2, fostering camaraderie and networking among attendees. The conference concluded on the third day with a panel discussion featuring alumni who shared their growth experiences and motivations, offering advice on influencing change and maintaining work-life balance. Megan Greene highlighted the contributions from Classic Incentives, noting the popularity of customized fanny packs among

attendees, which served as practical and favored conference swag.

Director Loeb closed the report by reflecting on the successful integration of the YWCC with the General Executive Board Meeting, noting the high engagement and positive feedback from attendees. He expressed gratitude towards all contributors, including Vice President Petti and Local 212, for their support and involvement in making the conference impactful. The 2024 Young Workers Committee Conference not only provided valuable educational and networking opportunities but also invigorated the participants and presenters with renewed motivation to advance the IATSE cause. The Board was encouraged by the report's outcomes and looked forward to continuing support for the Young Workers Committee's initiatives.

President Loeb began his remarks by noting that the conference was adjacent to the General Executive Board meeting, which is important for the young members to learn and experience. He noted further that the International continues to build a strong foundation for the future. Indeed, the Young Worker's Conference is emblematic of the Union's growth as over 800 young workers have attended the biennial meetings.

President Loeb continued his remarks by saying organizing is key to growth and being active in the IATSE is important as well. With activism comes energy and new ideas to help grow the International into the future. The IATSE's young workers are the embodiment of these characteristics.



## **MENTAL HEALTH RESOURCES**

Trustee Patricia A. White appeared to report on the mental health resources available to members. Specifically, the Entertainment Community Fund, Behind-the-Scenes and the Motion Picture Television Fund are charitable organizations that serve workers in the entertainment industry. All have resources that are available to members and workers in IATSE-represented crafts to promote mental health and wellness. Trustee White encouraged those in attendance to contact these charities if they or their colleagues need assistance.

President Loeb observed that given the dual challenges of the COVID-19 Pandemic and the writers and actors' strikes in 2023 members should not be afraid or embarrassed to seek help. These events tested the mettle of the membership like nothing else in the Alliance's history. President Loeb encouraged members to use these resources if they find themselves in need.

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

Vice Presidents Michael F. Miller, Jr. and Vanessa Holtgrewe, and fellow IATSE Directors of the Motion Picture Industry Pension and Health Plans (MPIPHP) Steve Kaplan, Chuck Parker, Scott Bernard, Patric Abaravich, Bob Denne, Thom Davis and Cathy Repola reported to the General Executive Board regarding the status of the MPIPHP.

The Directors began the report with an overview of the thirty-two members of the Board of Directors, made up of sixteen labor representatives and sixteen employer representatives. The IATSE has

eleven of the sixteen labor trustee seats and International Representative Davis serves as co-chair for the labor side.

Asset values for the Plans rebounded in 2024 to in excess of twelve billion dollars. Coming out of the COVID pandemic the Plans began rebuilding assets, with some additional bumps in the road caused by investment returns and the industry labor disputes over the summer of 2023. Investment results are one of the most important drivers in performance. In April 2024 there was 3.8% gross return in the Pension Plan, which is in excess of the policy index.

Asset allocation for the Pension Plan is evenly split between alternatives and equities, with reduced shares of fixed income and real estate from past holdings. There are similar but slightly more conservative investments in the Individual Account Plan (IAP), because those funds do not have the same runway. The IAP investments must protect Plan members' individual assets which are pulled at retirement.

The Health Plan investments are mostly fixed income, for stability. There is lots of money in and out, with nearly \$100 million a month spent on benefits.

Residual receipts are key to the survival of the Plans. June 2021 saw \$278 million in receipts, which is consistent with the \$600 million that makes up the bargaining party assumptions of the residual income. New media is now the primary driver of these funds, as a subset of supplemental market residuals. Post 60s residual contributions continue to decline, and the Directors expect at some point they will level out low. These Post 60s residuals are generated by theatrical motion pictures licensed to free

TV, which is a diminishing market. At this point most motion pictures are released to streaming services and lose value the more they are distributed. The new residual streams negotiated during the 2024 Basic Agreement negotiations will make up for the loss income caused by the change in business models.

The Directors emphasized the importance of the reported hours into the plans. April 2024 hours were down twelve percent from the same time period in 2023 but contributions were only down six percent. There is not a direct correlation because of the change in the hourly contribution totals in the second half of 2023.

Adding a little context the Directors shared that the MPIPHP has a lot of participants, of which about 85% are IATSE members that participate in the Plan. In 2022, the Plans saw almost 123 million hours of contributions, at an average weekly rate of 2.4 million hours a week. In 2023 it was an average of 1.4 million hours a week. So far in 2024 that number is 1.8 million hours for the first twenty-seven weeks of the year. That is a reduction of 600,000 hours per week between 2022 and 2024. That is a significant reduction in the amount of employment for members under the Plan, especially when you recognize that about a third of the hours contributed on a weekly basis are made for permanent employment, non-freelance work hours, like the local union staffs, MPI office staff and certain studio employees. So, the 600,000 hours per week reduction in work is about a 50% reduction in employment overall.

For 2024 the hours are trending in the middle, in some places even with those in



2023 but the Directors anticipate 2024 will continue to pull ahead.

As of April 2023, the Plan has 23,380 pension recipients. The five-year trend shows a steady increase in the number of participants receiving pension benefits. The average increase in participants for 2024 is 84.5 per month.

Active Health participants have dropped by 2,416 from 2023 to April 2024, which is directly correlated to the lack of work and some participants leaving the industry. At the end of 2023 the Plans had 1,400 participants covered by premium free COBRA and as of April 2024 that number is over 4,600. Beginning in summer 2023 when the Directors saw participants not qualifying for coverage due to lack of work, the Plans offered assistance in the form premium free COBRA coverage. This assistance has been approved far beyond the duration of the strikes because of the structure of the six-month eligibility qualifying periods under the Plan and members will feel the impact of this assistance through February 2025.

While Health Plan costs show only a six percent increase in cost that is with 2,416 fewer participants and many participants not generating income. Through April 2024, health costs were nearly \$345 million for the active plan and \$55 million for the retiree plan.

Looking at the actual cost per participant, the costs are up sixteen percent in the Active Plan to \$86 million a month and up six percent in the Retiree Plan to \$16 million a month. These cost increases are the primary driver of the funding gap in the Basic Agreement negotiations. The cost per covered individual per month is almost \$800. The retiree cost is less because

Medicare is the primary insurer for health benefits and MPIPHP is secondary.

Health Plan reserves remain healthy at ten months of reserves in the active plan and eight in retiree.

To conclude the report, Vice President Miller thanked the labor Directors on the Plans for all of their efforts. While there is significant work during negotiations every three years to negotiate for the Plans, the labor Directors do it every month. There is a tremendous amount of work at the Plan level, with every Director serving on multiple committees. International Representative Davis has been in his role as head of the labor-side Directors for more than a decade.

President Loeb thanked the Directors for their report. The IATSE Directors on the Plans do tremendously important work to maintain benefits for IATSE members working in the industry. It was important during the recent negotiations for the Basic Agreement to layer in additional funding sources for the Plans to put the union in a better position to bargain the next contract. President Loeb concluded his remarks by thanking the Directors for their hard work.

## **OPERATION WARM**

International Vice President Carlson accompanied by International Vice Presidents John Lewis and Colleen Glynn, International Trustee Andrew Oyaas, and Local Leaders Frank Taylor, Patrick Keogh, Wendy McKay, Tom Pusateri, Tony Barracca, Chris Hudecek, Jim Hartnett, Paul Sisilli reported on what has become an annual report "Operation Warm". Operation Warm is a national nonprofit that manufactures brand-new, high-quality coats and/or shoes for children in need.

It partners with community organizations like the IATSE and its local unions to provide coats, sneakers, and books to children in underserved communities. This year, the International and Locals 2, 11, 311, 476, 491, 769 and Canadian Locals provided between 192 and 498 new winter coats to each neighborhood library that was sponsored. Each child received a book and a coat. In addition to Operation Warm, there is "Warm Soles" which provides sneakers to children who live in warm climates. There is also the unquantifiable emotional warmth, confidence to socialize and succeed, and hope of a brighter future that accompanies each gift.

Vice President Carlson stated that the simple act of gifting a coat to a child is extremely rewarding.

President Loeb expressed his appreciation to Vice President Carlson for initiating contact with this deserving charity, which has provided rewarding experiences for the International and several local unions. President Loeb thanked the locals who support Operation Warm. He then recommended to the Board that a donation in the amount of \$25,000 be made to Operation Warm. Thereupon motion made and duly seconded, the Board approved the recommendation of President Loeb to donate \$25,000 to Operation Warm. This community service activity which uses gifts as catalysts to encourage the development and growth of the children who receive them, is a success story.

## **POLITICAL AFFAIRS REPORT: CANADA**

International Vice President and Director of Canadian Affairs John M.



Lewis and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada since the 2024 Mid-Winter meetings in Nashville, Tennessee.

### **Online Streaming Act - Bill C-11**

The Federal Online Streaming Act (Bill C-11) contemplates amendments to the Broadcast Act to include online undertakings in an effort to support the creation of and access to Canadian film, music, television and digital media programming through the regulation of the internet and foreign based streaming services. The Bill, which was passed in April of 2023 gives the Canadian Radio-Television and Telecommunications Commission (CRTC), an administrative tribunal that administers the Broadcast Act and operates at arm's length from the Federal Government, new powers. The IATSE Canadian Department has been working for a considerable period of time on this particular piece of legislation. In addition to IATSE filing formal submissions regarding the Bill with the assistance of regulatory lawyers in the summer of 2023, Vice President Lewis and International Representative Isabelle Lacompte appeared as panelists in CRTC hearings in the Fall of 2023. More recently, the Canadian Department worked in consultation with IATSE's Canadian Locals to identify IATSE representatives and then assist them in their participation at a series of CRTC roundtable discussions held in Halifax, Montreal, Toronto, Winnipeg, Calgary and Vancouver in February and March 2024 which were aimed at getting the views of Canadians directly involved

in the film and television industry on what the appropriate definition of "Canadian Content" should be in the film and television industry in Canada. In an effort to reinforce the positions advanced by IATSE members during the course of these roundtable discussions, the Canadian Department worked in consultation with the IATSE's lobbyist, Isabelle Metcalfe, to secure meetings with Members of Parliament in their respective home ridings which were attended by Local members and either Vice President Lewis and/or Vice President Petti.

In early June of 2024, the CRTC released a decision requiring foreign online global streaming companies with annual Canadian revenues of more than twenty-five million dollars to make a financial contribution of five percent of their Canadian revenues to support Canada's domestic film, television and media industry and advance the policy objectives contemplated in the Broadcasting Act. Two percent is to be directed to the Canada Media Fund for direct expenditures to certified Canadian content; one-and-a-half percent is to be directed to the Independent News Fund, half a percent is to be directed to the Indigenous Screen Department Fund; half a percent is also to be earmarked for funding of equity-deserving groups such as the Black Screen Department Fund, the Canadian Independent Screen Fund for BPOC creators and the Broadcasting Accessibility Fund; and half a percent is to be directed to the Certified Independent Production Funds which provides support to language-minority producers and producers from diverse communities. Although the IATSE is generally supportive

of this CRTC decision, it is now the subject of appeal and judicial review proceedings that have been initiated by a series of online global streaming companies.

### **Live Performance Tax Credits**

The Canadian Department continues to pursue the introduction of a labour-based tax credit program for the live performance industry in Canada similar to the Federal Government and various Provincial Government programs that currently exist in the motion picture and television industry. The IATSE's support for this type of labour-based tax credit program was one of the points of discussion during the Bill C-11 meetings that took place with Members of Parliament in February and March of 2024. Representatives Hurdon and Lecompte and Vice Presidents Lewis and Petti also attended in-person meetings in March of 2024 in Ottawa with senior officials in the Prime Minister's Department, the three largest political parties, and the Ministry of Canadian Heritage in an effort to get Federal Government support for a labour-based tax credit program for live performance industry. The IATSE has also enlisted the support of the Creative Industries Coalition – which is comprised of the IATSE, Canadian Actors' Equity, the Canadian Federation of Musicians, and the Associated Designers of Canada (now an IATSE local union) – to broaden support for the initiative across the entire live performance industry. Vice President Petti, Representative Hurdon and Local ADC659 President Ken MacKenzie joined Creative Industries Coalition colleagues in a full day of meetings with senior officials at the Prime Minister's Department, the



three largest political parties, the Ministry of Heritage, the Ministry of Finance and the Canada Council for the Arts. These meetings were generally well-received and the IATSE is optimistic this initiative will get traction with the Federal Government in the very near future. In the interim, the IATSE is in the process of working with Creative Industries Coalition and the Professional Association of Canadian Theatres (PACT) to commission a study on the feasibility of a federal live performance tax credit program. This study, once completed, will assist in efforts to secure the introduction of a federal live performance tax credit program in the 2025 Federal Government budget and/or to identify it as a key issue in any federal election that may be called in the near future.

#### **An Act to Amend the Canada Labour Code - Bill C-58**

The use of replacement and/or “scab” workers during a labour dispute undermines fair and transparent collective bargaining by tipping the balance of power even more in favour of employers which, in turn, can often lead to longer and more contentious labour disputes. For five decades, Canada’s unions, led by the Canadian Labour Congress, have advocated for robust, enforceable legislation to close which would limit the ability of federally regulated employers to engage replacement workers during an otherwise lawful strike and/or lock-out. Those efforts finally got traction in November 2023 with the introduction of Federal Bill C-58. The Bill was subsequently passed on June 20, 2024 and became law that same day. The new law contemplates

the prospect of \$100,000.00 per day fines for any federally regulated employer that employs replacement workers during a strike or lock-out.

President Loeb thanked Vice President Lewis and Representative Hurdon for their report. He especially highlighted the passage of the pro-worker Bill C-58 which discourages the use of replacement workers to weaken the position of labor in collective bargaining relationships with management. Legislation like Bill C-58 levels the field between unions and employers. President Loeb noted that the involvement of labour unions, including the IATSE, in the political process made the passage of Bill C-58 a reality. He reiterated the importance of the Canadian Department and all Canadian Locals continuing to engage in political activism as part of the IATSE’s representation of its Canadian members.

#### **VFX AND VIDEO ORGANIZING**

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr., International Vice President and Assistant Motion Picture Director Vanessa Holtgrewe, Assistant Motion Picture Director Chaim Kantor, International Representatives Mark Patch, Chrissy Fellmeth, Maggie Kraissamutr and Special Representative Ben Speight, reported on current developments in the organizing of visual effects and videogame artists and technicians to the General Executive Board.

At the last report to the General Executive Board, the Department’s organizers reported on 93 artists working on James Cameron’s Avatar sequels at Lightstorm Entertainment who filed for election to unionize with IATSE. The

strength of the organizing allowed this group to prevail in a ballot count on January 30th. These workers are in the process of negotiating a contract establishing the rights of VFX vendor workers, who deserve a place in the Entertainment Union alongside their Union brothers, sisters and kin. These workers face continued threats of outsourcing and replacement, and together will be strident in their collective defense of these jobs.

On June 27th, the IATSE successfully executed the first ever on-field visit by an IATSE VFX union representative at a Lightstorm food truck event located at the MBS lot in Manhattan Beach, CA. IA Representative Kraissamutr helped facilitate the distribution of VFX union shirts and pins to the Lightstorm crew to showcase their strength in solidarity. Thanks to the unwavering support and counsel provided by IATSE leadership and staff, the unit is prepared to escalate their engagement in collective actions over concerns of unfair labor practices. Despite the relentless delay tactics imposed by the employer to deny the workers’ right to a fair bargain, the unit remains headstrong and committed to bargaining in good faith and seeing their first contract through.

Representative Patch recently oversaw an organizing drive at Apple TV+. A petition for representation for seventeen workers at Apple Studios LLC, the in-house production arm of Apple TV+, was filed this summer. These VFX crew members, spread across six different shows, came together around their collective priorities and are proud to join VFX crews at Marvel and Disney in helping to make VFX crews a part of the IATSE family at last. Representative Patch and the team look



forward to reporting at the next GEB about more units joining with their colleagues in bringing union standards to Visual Effects work across the country.

Negotiations with Disney and Marvel are ongoing, and with what the department expects will be a successful vote at Apple in the near future, negotiation dates will need to be set for those newly organized employees.

The organizers acknowledge the invaluable and tireless work by worker-volunteers from across the Visual Effects industry who serve on our VFX Advisory Council, meeting regularly to create organizing tools such as the VFX Workers' Wages & Working Conditions Survey and serve as trainers for new campaigns. This year's survey received more responses than ever before despite the challenges facing employment by VFX and other workers across Film & Television and served to facilitate hundreds of unique leads which will help unite workers across the industry to form new organizing committees in the coming months.

Special Representative Speight also has been meeting with international union representatives as part of UniGlobal, as well as coordinating with BECTU in the United Kingdom.

With the Communications Departments' help, the organizers been able to share the stories and victories of VFX workers seeking a voice on the job with a worldwide audience and convert these impressions into leads with tools like the VFXUnion.org website and the VFX Workers' Wages & Working Conditions Survey.

Assistant Department Director Kantor and Representative Fellmeth continue to

work toward negotiating a first contract at Workinman Interactive. The unit comprises sixteen developers, artists, and production staff working on mobile games and interactive experiences in Rochester, NY. They were able to negotiate severance pay, healthcare extension to those who received it, and right of first refusal for recently laid-off employees. Asst. Dept. Director Kantor, IA Representative Fellmeth and IA Legal Counsel Short, along with the Workinma bargaining committee, will meet with the employers at the end of July to begin negotiations.

In March of 2024, the IATSE had a strong presence at the Game Developer Conference in San Francisco. Nearly 30,000 game developers were at the conference, and the IA organizing team, with eight IATSE game worker volunteers, had hundreds of interactions and conversations with workers on the floor. Representative Fellmeth also held a panel titled "Now is the Time! Workers in Games are Ready to Form Unions" on one of the most attended days of the conference. The panel had 228 workers in the audience, to which an overwhelming majority (97%) responded positively in post-panel feedback forms. The game workers advisory council members facilitated the panel discussion.

Representatives Speight, Patch, Fellmeth and Kraissamutr continue to expand upon their goal of bringing IA standards to the Visual Effects and Gaming industry. This has been a historic year for the newly-organized workers in these industries.

President Loeb began his remarks by thanking the VFX/Gaming organizers and representatives for their work. President

Loeb continued his remarks by stating that you will see hundreds of employees in the credits for VFX that are unrepresented, which shows we need to harness and organize the work. The organizers are talking to the unrepresented employees, and I have high hopes of organizing this work; and we will never stop organizing.

**APPEARANCE: LOCAL NO. 728, HOLLYWOOD, CA**

**Re: Workplace Safety**

Local 728 Business Agent Greg Reeves, President Martin Weeks, Vice President Malakhi Simmons, and Safety & Training Director Alan Rowe appeared before the General Executive Board to discuss workplace safety. They were joined by International Representative Thom Davis, IATSE Safety Committee Chair Kent Jorgensen, Local 80 Business Manager DeJon Ellis, Local 80 Business Representative and Safety Director Marco Robles, Local 695 Business Representative Scott Bernard, Local 705 Business Representative Adam Nestra-West, Local 706 Business Representative Karen Westerfield, Costume Designers Guild, Local 892 Executive Director Brigitta Romanov, Local 729 Business Representative/Secretary-Treasurer Bob Denne, Art Directors Guild, Local 800 National Executive Director Chuck Parker, International Cinematographers Guild, Local 600 National Executive Director Alex Tonisson, Local 44 Business Agent Tobey Bays, Local 871 Business Representative Patric Abaravich, and Motion Picture Editors Guild, Local 700 National Executive Director Cathy Repola.

In moving remarks, Reeves and Rowe recounted the tragic death of Local 728 member JC "Spiki" Osorio on February





**Left to Right: Local 728 Business Agent Greg Reeves and Local 728 President Martin Weeks**

6, 2024 at Stage 3 of the Radford Studio Center in Burbank, California. Reeves described Osorio as a great technician, boss, veteran, medic, and future leader at the Local. He chronicled his relationship with Osorio over the years at the Local and how the two grew to trust each other. This led to Reeves appointing Osorio to the Local's Contract Action Team (CAT) in the leadup to the negotiations for the 2024 Basic Agreement. Reeves remarked that Osorio "wanted to be a CAT. And a fierce one he would have been. Losing Spike is a huge loss to our Local and to the Union as a whole." Reeves described Osorio's death as unimaginable and one of the most difficult things he has ever experienced. Osorio had an expectation that he could safely do his job and go home safely at the end of the day.

Reeves then began to describe the events of the tragic day. He received a call from Rowe on the morning of February 6th, and quickly learned of Osorio's death. He immediately left for the Radford Studio and connected with Business Manager Ellis. He also reached out to Vice President Miller who offered the full support of the International. When he arrived at the studio he was joined by Rowe and Ellis,

along with Local 80 Safety Director Robles, International Representative Davis, and Victor Reyes from Local 44. Their presence felt incredibly reassuring.

It became obvious that, while there were many people gathered in front of the stage, no one seemed to be in charge. The production's line producer and UPM were present but were clearly in shock. Shortly thereafter Naomi Rodda from the Motion Picture Television Fund (MPTF) arrived as well as IATSE Safety Committee Chair Jorgensen. Reeves, Rodda, Rowe, and Jorgensen quickly conferred and strategized on a plan. Rodda is a licensed social work and fierce ally of the West Coast Studio Locals. She immediately went to work when Osorio's widow, Joanne, arrived on the scene. No one from the studio or lot were on the scene at this point. Local 728 President Weeks and Vice President Simmons arrived shortly thereafter and went to work comforting and tending to the shocked crew.

Earlier in the morning Joanne had conveyed to Reeves that she wanted to see her husband. Now on the scene, she reiterated the request. With no one from the studio or lot on the scene, Reeves took it upon himself to accommodate her request.

He approached the LAPD officer on the scene and asked him to accompany him along with Joanne and Rodda. After Sister Osorio spent her final moments with Spike, the coroner removed his body. Reeves stated that he felt humbled to support her during this time of unspeakable grief, not only because she is part of the IATSE, but because she is family.

At this point Rowe took over the narrative. Rowe emphasized that the incident demonstrates why having a strong union is essential, not just for members, but for the leaders as well. His goal when responding to any safety-related incident is to make sure members get the care they need, protect them from harassment, bullying, and intimidation, and ensure that any accident investigation is conducted without interference and with compassion for members who witnessed or were involved with the event. Unfortunately, it has been his experience that most employers are more concerned with blame and avoiding OSHA fines than they are with finding or fixing the cause of an accident.

Rowe recounted how he learned of a fatality at Radford from Robles early that morning. He also received a call from Local 80 Business Representative Corey Moore



informing him of the accident. To his knowledge, the studio never reached out to the Local to inform them of the accident. On his way to the studio he reached out to Jorgensen, who was already aware of the accident. He requested Jorgensen's assistance, remarking that "there is no one better I could have in my corner in this situation than someone who is not only a subject matter expert in fall protection but someone who has been a close friend for twenty years." Rowe conferred again with Robles and they agreed to bring in a third-party subject matter expert familiar with the industry, work practices, equipment, and facilities. He assumed the studio would have their own expert and felt it was important for the Union to do the same.

Rowe was the first Local 728 representative to arrive on the scene. He spoke with the LAPD officer on the scene who stated that he was relinquishing the scene to Rowe. Rowe expressed his surprise at this development; however, the absence of the studio's crisis response team made it necessary. The studio's crisis response team did not arrive until four hours later. Rowe then learned that Osorio's mother, who only speaks Spanish, had not been informed of the accident. Rodda quickly arranged for MPTF to provide a Spanish speaking crisis counselor to help her face the death of her son. Rowe then described how he and Robles met and worked with the CalOSHA inspector who had been dispatched to the scene. Rowe concluded his remarks by expressing his pride at the Union's response.

Reeves then described the Local's efforts to manage the ensuing weeks. He felt the membership of the Local, and the film community at large, needed an event

to express their shared grief and anger. To that end, the Local made arrangements for a candlelight vigil to be held in Osorio's honor. He thanked the leadership of the West Coast Studio Locals for their work in making the vigil possible, including Local 44 Business Agent Bays, Local 729 Business Representative Denne, and Local 695 Business Representative Bernard. The event was officiated by Local 728 President Weeks and Vice President Simmons who did a beautiful job. Vice President Miller and Local 600 National Executive Director Tonisson provided moving remarks. In addition to the vigil, the Local held a town hall just days after the incident where they were able to inform members of resources available through the MPTF for grief and trauma support. The Local is also organizing a Safety Summit for late August.

Reeves concluded his remarks by thanking everyone that showed up that day, and who continue to show up every day. He thanked President Loeb for his support of the Locals, and the IATSE Communications Department for their assistance. And he expressed his deepest thanks to General Secretary-Treasurer Wood for the support provided by the Walsh/Di Tolla/Spivak Foundation, the General Executive Board, and to Vice President Miller and the staff of the IATSE West Coast Office for being there for all of them.

Business Representative Bernard expressed his appreciation for Naomi Rodda and recognized the grace and compassion that Reeves and Weeks demonstrated when handling the situation. Business Manager Ellis recognized International Representative Davis for his mentorship in dealing with these tragic incidents and

thanked Rodda for her work. Local 728 Vice President Simmons expressed his thanks to President Loeb, Vice President Miller, International Representative Davis, the heads of the West Coast Studio Locals, and all the Locals that reached out to Local 728 during this difficult time. He also recognized Radford Lot stewards Michelle LeDoux (Local 728) and Johnathon McAdams (Local 80), as well as Local 44 Business Representative Krystal Donyes, Local 695 Communications Director James Delhauer, and the Hollywood Teamsters.

President Loeb remarked that when a family has a tragedy they need to be supported with compassion and care, and the IATSE is a family. This report illustrated the level of support available to members of the IATSE family when these tragedies occur. The Union must continue to rally around and support Osorio's family. The enforcement of safety rules and efforts to prevent these tragedies are paramount. It is vital to create the expectation that workers will come home safely when they leave for work each day. While the ultimate responsibility for creating a safe workplace is on the employer, the Union will continue to work to fill in the holes that are left. President Loeb concluded his remarks by leading the meeting in a moment of silence in honor of Spike Osorio.

## **APPEARANCE: LOCAL NO. 212, CALGARY, AB**

### **Re: New Office Facilities and Netflix Term Agreement**

International Vice President and Local 212 President Damian Petti with Local 212 Motion Picture Business Agent Alex Free reported to the General Executive Board on Local 212's efforts to negotiate and finalize a term agreement with Netflix and



the construction and grand opening of Local 212's office building and training complex.

Vice President Petti commenced his appearance by presenting a recorded welcome message to the General Executive Board and meeting attendees from the Alberta Provincial Government opposition leader and leader of the New Democratic Party, Naheed Nenshi.

### **Local 212 Netflix Term Agreement**

Vice President Petti explained that Local 212 has historically administered an annual promulgated collective agreement covering film and television productions in Alberta over the last several decades. The Local's administration of its annual promulgated agreement has also faced opposition and push-back from the Canadian Media Producers Association (CMPA), an organization that has historically sought to negotiate a term agreement with the Local on behalf of its production company members in an effort to secure a more employer-friendly agreement. The Local has declined the CMPA's regular invitation to negotiate a term agreement over the years. However, starting in 2016, Local 212 began bargaining three-year term agreements with individual production companies that expressed interest bargaining a longer and more balanced agreement.

In 2023, the Local encountered challenges in its administration of its promulgated agreement with Netflix on the production "The Abandons". These challenges lead to the Local and Netflix agreeing to meet and commence negotiations for a three-year term agreement. Over the course of approximately six months, the

Local negotiated and ultimately ratified a three-year term agreement with Netflix. Highlights of that term agreement include high budget rates with no discounts, an increase of fifteen percent in rates over the term of the agreement, language relating to daily minimums, triple time entitlements, meal penalties and non-deductible meal breaks, hiring protocols, cumulative sick day entitlements, turnaround time and reconciliation, diversity, equity and inclusion processes and protocols.

### **Local 212 Office Building and Training Complex**

Vice President Petti explained that Local 212 began exploring strategies to make its offices more accessible back in 2017. The cost of retrofitting its existing offices and the limits that retrofitting endeavour offered eventually lead the Local to investigate constructing a new building. Construction on the Local's new office building and training complex began in July 2023. One year later, in July 2024, the construction was completed. The new building has four electrical vehicle charging stations, increased accessibility features including an elevator and gender neutral and accessible washrooms, a rooftop event area, three state-of-the-art training spaces with audio visual capabilities, multi-level studio space training area and spacious meeting and office space over three floors.

Following the completion of construction, Stoney Nakoda Nations Elder Jackson Wesley blessed the new building with a smudge ceremony. The Local has also since hosted a member and industry open house and a grand opening ceremony which was attended by a number of General Executive Board members, industry stake hold-

ers and community allies and included the unveiling of a plaque commemorating the event. The Local now looks forward to working with other IATSE Locals and the Education Department to expand its training offerings. Vice President Petti concluded his remarks about the construction of the new Local 212 building by thanking all Local 212 staff for all of their hard work over the course of the construction process, including Assistant to the Local 212 President Sarah McKenzie, Local 212 Operations Manager Dee Picciano and Local 212 Education Coordinator Trish Weeks.

President Loeb congratulated Local 212 on its ratification of a term agreement with Netflix and on the construction of its new office building and training complex. In doing so, President Loeb commended the Local for making its new building vision a reality. He remarked that he toured the building, and it is truly state of the art. The permanent, modern office will enable the Local to serve the needs of members and will also provide a space in which the Local can grow.

### **APPEARANCE: LOCAL NO. 751, NEW YORK, NY**

#### **Re: Agreement with Lincoln Center for the Performing Arts**

Local 751 President Lawrence Paone presented a report to the General Executive Board, together with International Vice President Michael J. Barnes, concerning recent collective bargaining negotiations with Lincoln Center for the Performing Arts in New York City.

Brother Paone first noted that Local 751 Secretary-Treasurer and Business Agent, Nancy Palmadessa was unable to join in this report to the Board due to unforeseen circumstances, yet he



noted her integral participation in these negotiations.

Local 751's most recent complete collective bargaining agreement with Lincoln Center for the Performing Arts expired on August 31, 2020, in the midst of the COVID-19 pandemic. As bargaining commenced during the parties' initial meetings for a complete agreement, primary issues emerged including the union's jurisdiction, minimum staffing, wages, as well as health and safety (which was threatened by several of the employer's designs and concepts).

From December 2020 through August 2022, the parties met for negotiations, exclusively via Zoom with little progress. In September 2022, together with Local 751 Secretary-Treasurer and Business Agent Nancy Palmadessa brother Paone requested assistance from President Loeb and the International Union in connection with upcoming bargaining sessions. Local 751 was then joined first by Assistant Director of the Stagecraft Department Stasia Savage and then International Vice President Michael Barnes who joined Local 751 for the remainder of negotiations.

Brother Paone noted the attentive approach that the Alliance's officials lent to the bargaining process while keeping in mind the needs and preferences of Local 751's bargaining unit. Wage increases and gains in other areas important to the unit remained priorities. A meaningful exchange occurred concerning the Employer's proposals concerning jurisdiction. The Union maintained its priorities and ultimately received a meaningful financial package.

In mid-2024 the terms of a successor agreement started coming together. The

term of the new collective bargaining agreement will span eight years from September 1, 2020 to August 31, 2028. Significant wage increases will take effect during that period exceeding six percent wage increases over the term of the contract. In addition, members of this bargaining unit, will receive significant signing bonus benefits upon ratification and execution of the proposed contract. At the Local 751 membership meeting on April 25, 2024, these terms were overwhelmingly ratified by Local 751 members.

In addition to these major gains, there are cost of living provisions reflecting the new term of the contract; protection of minimum staffing provisions; workweek and overtime provisions; and protections concerning health and safety, which were designed to keep personnel safe when interacting with others in the workplace and with the public. It was noted that when it comes to the health and safety of the workers Local 751 represents, the Local will continue to prioritize these matters.

Brother Paone thanked Local 751's legal counsel Elizabeth Orfan, International Vice President Barnes, and Stagecraft Assistant Department Director Stasia Savage for their support and tenacity and ongoing input, which will inform future negotiations for Local 751. Most importantly he extended his thanks to President Loeb and the overall support and strength of the IATSE.

President Loeb remarked that the Local should be particularly proud of this agreement. He extended his appreciation to Local 751 and Brother Paone for their hard work, focus, and dedication to this matter. The Alliance will continue to offer collective bargaining assistance to

Locals when challenges are presented by employers seeking to undermine the Alliance's members as described in Local 751's report.

## **APPEARANCE: ATPAM LOCAL NO. 18032, NEW YORK, NY**

### **Re: Agreement with the Broadway League**

ATPAM Business Manager Rina Saltzman, President Penny Dalton, and Vice President David Gersten accompanied by Assistant Department Director Stasia Savage reported on the recently ratified agreement between ATPAM, the Association of Theatrical Press Agents and Managers, IATSE Local 18032, and the Broadway League.

ATPAM is a local union with national jurisdiction in the US that represents Press Agents, Company Managers and Theater Managers on Broadway and on the Road. They represent members working on commercial theatre productions on and off Broadway, commercial theaters around the country, as well as institutions such as the Lincoln Center Theater, Roundabout, Manhattan Theater Club, Music Center of Los Angeles, Brooklyn Academy of Music, and the Kennedy Center, among others.

ATPAM's largest employer is the Broadway League which is comprised of Broadway Theater Owners, Broadway and Tour Producers, General Managers and Touring Presenters around the US and in Canada.

ATPAM's last contracts with the Broadway League expired on September 10th of 2023. They traditionally have two individual agreements, one for the Manager Chapter and one for the Press Agent chapter. Though the Local reached out to the League in the summer of



2023 to discuss a timeline for the start of negotiations, the League, was not able to meet until November 10, 2023.

The working members of ATPAM can be categorized as follows:

Broadway Theater Managers who are the face of the Front of House to the audience;

- Broadway Company Managers run the day-to-day business operations of a Broadway show and all that entails, in addition to covering the performances as the representative of the producer;

- Broadway Press Agents are the link between the production, the media and potential audiences and are responsible for the branding of the show and delivering that message to the public;

- Touring Company Managers, working 6 and 7 days a week, are not only responsible for keeping track of finances and running the business but are moving the companies from city to city, dealing with housing, travel and all the personnel issues that arise within a tour;

- Touring Press Agents – in addition to handling the media and framing the messages, work intimately with the touring venue on pricing, marketing, and budget.

The Local began their preparation for negotiations in February of 2023, with a series of town hall meetings with each sector of the Union. A negotiations committee was formed over the summer of 2023. The Local engaged Michael Childers of the School of Workers at the University of Wisconsin-Madison to do a two-day workshop with the negotiating committee, most of whom had not been through

the process previously. This helped the Local prepare and draft proposals. The Local created a network of office liaisons (members who were not on the committee but who could communicate in person with their office mates as the negotiations proceeded). When the bargaining parties met, the Local had narrowed their goals to economic gains in salary with some nods to working conditions.

One main goal was to bring the managers in line with the Production Stage Manager of a show. The demands were based on the huge changes that have taken place in live theater since the reopening after the 18-month shutdown, and reflected the added pressures on members and the increased demands placed upon them by the employers.

Midway through it became clear to the leadership of the committee that assistance from the International was needed. In February of 2024, President Loeb assigned Assistant Director of Stagecraft, Stacia Savage to work with the bargaining committee. The Local reported that having the International in the negotiations changed the tone of the meetings and Assistant Director Savage's recent experience with League in negotiations was invaluable.

In addition, the Local adopted the "We Are ATPAM" campaign to message their negotiations across all media to communicate to the industry and the public.

During the final weeks of negotiations, the Local was able to move the League to some truly significant gains for the manager chapter. There were slight gains for the Press Agent chapter, which involves more complicated, challenging issues. Significantly, the manager chapter supported the

press agents throughout the thorny issues surrounding the latter's negotiations. The solidarity of the union was very inspiring and those reporting expressed their gratitude for the camaraderie.

The Union made some historic gains underscored by the ratification vote which was overwhelming.

The goal for the next four years is for leadership to work closely with the Press Agent chapter to address the concerns that were raised in these past negotiations. And for the Manager chapter, the Local will continue building on the gains of this last negotiation.

Sisters Saltzman and Dalton and Brother Gerten expressed their appreciation for the hard work of the committee – the number crunching in the room alone was a work of art; the entire Board of ATPAM for their support through this long negotiation period. They also extended thanks to all the IATSE Local leaders in NYC who have shared their insight and expertise with them. They thanked Communications Director Jonas Loeb and Communications Coordinator Steven Chaussee for their help and support throughout the negotiations.

Finally, they expressed gratitude to President Loeb for his unwavering support and the assignment of Assistant Director Savage.

President Loeb remarked that these negotiations are complex. He commended the Local for their training and preparation. He noted that the solidarity and strong leadership of ATPAM, along with the support of the New York local unions, all contributed to the ATPAM's success in these negotiations. He congratulated ATPAM on their 30th anniversary as an IATSE Local.



**APPEARANCE: LOCAL NO. B-192, BURBANK, CA**

**Re: Organizing Campaigns**

Local B-192 President Nicole Miller and International Representative Peter Marley appeared before the Board to report on the Local's recent organizing campaigns.

In April of 2023, the Local grew beyond the borders of Universal Studios by welcoming a bargaining unit of ushers at the Hollywood Pantages Theatre into the union. In March of 2024, the Local reached a tentative agreement on a first contract for those ushers, which the ushers overwhelmingly voted to ratify. The contract includes significant hourly wage increases, holiday and bereavement pay, and a minimum call. This was the result of a collective effort and Miller expressed her appreciation for the solidarity and support from Locals 33, 768, and 857, as well as the assistance of President Loeb.

In early 2024, the Local expanded its jurisdiction at Universal by becoming the collective bargaining representative of workers at Universal-owned CityWalk retail venues. Miller recognized the leadership of Local Executive Board member and shop steward Sharon Kozen for her efforts on this campaign. The Local began negotiations on an agreement for these workers in April and those negotiations are ongoing.

In April 2024, the Local became the collective bargaining representative of Dodger Stadium Tour Guides. Miller recognized Local B-192 Secretary-Treasurer Cat Hutchinson for her efforts on this campaign. Preparation for collective bargaining negotiations for this unit began shortly after the successful union election. Those negotiations have since commenced and are ongoing.

Miller then discussed some of the Local's other ongoing organizing efforts.

To support the Local's growth and activism it has doubled the number of its shop stewards, who acquire knowledge and skills through a well-developed training program led by the Local B-192 Business Agent Kevin King who is assisted by Local legal counsel. The Local has also taken advantage of the training offered by the International for its trustees and executive board members. With a combination of the Local's guidance and resources from the International, the Local not only grows in numbers but also in knowledge and leadership skills. Miller thanked the IATSE Education and Training Department for providing the necessary tools for the Local to succeed in all its endeavors.

What the Local is experiencing is not only the result of its activism and organizing drives but also the rising up of traditionally underpaid workers who are finding power in being union members and working collectively to fight for dignity and equitable treatment in the workplace. All of the Local's members – from veterans to the newly organized – are benefiting from belonging to the IATSE and are beyond grateful.

On behalf of the Local, Miller thanked President Loeb for always promptly approving its requests for Defense Fund assistance as the Local continues to grow and organize, and for inspiring and supporting the Local with his leadership. She also expressed the Local's tremendous gratitude for the assistance of International Representative Marley, who remains a dedicated and invaluable member of the Local's family.

President Loeb thanked Miller and Marley for their report. The Local has taken the proverbial "bull by the horns" to organize in its jurisdiction, including organizing workers on the fringes. Those workers are just as deserving of union representation and good working conditions. He congratulated the Local on ratifying their agreement at the Pantages and commended the support provided to Local B-192 by the other Locals in the Los Angeles area. President Loeb concluded his remarks by complimenting the Local on these extremely worthy efforts.

**APPEARANCE: LOCAL NO. 745, MINNEAPOLIS, MN**

**Re: Ongoing Work with State and Local Legislature**

Local 745 Business Manager Charles



**Left to Right:**  
Local 745 Business Manager Charles Cushing and International Representative Justin Conway.





**Left to Right: AQTIS Local 514 Vice President Post-Production Claude Collins, AQTIS Local 514 Vice President Television and Documentaries Dominic Pilon, AQTIS Local 514 Director of Labour Relations Étienne Lafleur, AQTIS Local 514 President Bernard Larivière and AQTIS Local 514 Vice President Fiction and Commercials Jason Goodall.**

Cushing appeared before the Board together with International Representative Justin Conway to report on Local 745's recent efforts to engage with publicly elected officials in the Local's territorial jurisdiction concerning misclassification of workers as independent contractors—a matter continually affecting members of the Alliance.

Business Manager Cushing noted that in 2023 Minnesota Attorney General Keith Ellison formed a worker misclassification task force focused on employees who may be misclassified as independent contractors. Local 745 was invited to be a part of that group through the Minnesota AFL-CIO and the Minneapolis & St. Paul labor federations. After providing feedback, Local officials and members were asked to testify in front of various Minnesota Senate and House committees as a proposed law was carried through the legislative processes.

In remarks, union members and employers were able to provide thoughtful commentary about the capacity to compete in certain industries that suffer from the exploitation of employees misclassified as independent

contractors. A state bill was sponsored by Minneapolis House Representative Emma Greenman and St. Paul Senator Clare Oumou Verbeten. In May 2024, the law passed the Minnesota Senate and was later signed into law by Governor Tim Walz. The law creates an intergovernmental worker misclassification enforcement and education partnership to allow various government agencies tasked with combatting worker misclassification or fraud to share information and coordinate investigations. This includes the revenue department and various revenue, labor, revenue, and commerce agencies. The law provides meaningful deterrence by increasing penalties up to \$10,000 per day for employers found in violation. The support of Democratic officials was crucial to passing this bill.

President Loeb thanked the Local and Business Manager Cushing for his appearance. He noted that the Local has been committed to this matter and proven that worker misclassification should be outdated. He commended the Local for doing smart and sophisticated work by its involvement with the Local federations and coordination with other labor officials

to enhance a pro-worker agenda, which will be beneficial to members of the Alliance and continue to build meaningful relationships with the Local's allies. He complimented the Local's investment of time and resources and encouraged those reporting to propel this matter into the future.

**APPEARANCE: AQTIS LOCAL NO. 514, PROVINCE OF QUEBEC**  
**Re: Agreement with AQPM**

International Representative Isabelle Lecompte, AQTIS Local 514 IATSE Labour Relations Director Étienne Lafleur, Local President Bernard Larivière and Local Vice Presidents Dominic Pilon, Jason Goodall and Claude Collins appeared before the General Executive Board to report on the status of Local 514's negotiations with the Association Québécoise de la Production Médiatique (AQPM) for a renewal of the parties' term agreement. The AQPM is the equivalent to the Alliance of Motion Picture and Television Producers (AMPTP) for the domestic productions (films, television and new media) shooting in Province of Quebec.

Over the course of twenty-four bargaining dates, the Local was able to



bargain, finalize and ratify a renewal of the AQPM agreement for a four-year term. Highlights of the renewal agreement include significant increases to employee compensation over the life of the agreement and important language changes that will enhance members' work-life balance, strengthen the Local's right to supply labour and improve the Local's ability to limit the prospect of work being contracted out non-union. In addition, for the first time, U.S. independent studio productions with a budget under \$35 million that were to be covered under AQPM agreement will now be covered under U.S. agreements.

President Loeb congratulated Local 514 on its success in bargaining and ratifying of its term agreement with the AQPM.

### **RETIREMENT OF ROBYN CAVANAGH**

After an incredible forty-year journey representing workers—the last 15 years of which were at the IATSE—Assistant Director of Education and Training Robyn Cavanagh announced her retirement effective September 1, 2024. Robyn recalled her first introduction to the IATSE in 2009. At that time, she was a consultant during the nascency of the Alliance's education program. She recounted that it was an honor to be a part of the formal



establishment of the Department in 2012. Assistant Director Cavanagh said she most enjoyed working with and getting to know the members. She expressed deep appreciation to Education and Training Department Director Patricia White, Department colleagues Representatives Jorgensen, Halpern, and D'Amico for their friendship and unwavering support.

She thanked President Loeb for trusting her to serve as the Assistant Director of the Education Department. She expressed appreciation to General Secretary-Treasurer Wood and the General Executive Board for continued confidence in her.

Finally, Assistant Director Cavanagh bid farewell to colleagues and Local

leaders, expressing gratitude for working with them, the incredible opportunities she has had, and the lasting memories. She wished everyone the best as she begins this new chapter.

After standing ovation and sustained applause for Assistant Director Cavanagh, President Loeb observed that it is remarkable and amazing how fast time has passed since Robyn began working for the IATSE. He stated that the Education Department has had a profound impact on the Alliance. He noted that Robyn's approachability and her commitment to labor are unassailable. He explained further that Assistant Director Cavanagh's influence and involvement have moved the IATSE forward, observing that Robyn has walked shoulder-to-shoulder with members and forged a path forward with the Alliance. He said to Assistant Director Cavanagh, "you are a part of the IATSE family; you helped members; you did it right; and you will be missed." President Loeb congratulated Robyn on a job well done.

### **ADJOURNMENT:**

Having completed all business properly brought before it, the Board meeting was adjourned at 9:30 am. on Friday, July 26, 2024.



**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE  
THE WESTIN CALGARY DOWNTOWN - CALGARY, AB CANADA - JULY 23, 2024**

Since the last meeting of the Defense Fund Committee in Nashville, TN on January 23, 2024 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. One, New York, NY, Article Fourteen, Section 8(d) - Legal	\$50,500.00	Local No. 514, Montreal, QC , Article Fourteen, Section 8(d) - Legal	46,562.69
Local No. 4, Brooklyn, NY , Article Fourteen, Section 8(d) - Legal	5,850.00	Local No. 675, Eugene, OR , Article Fourteen, Section 8(d) - Legal	2,713.50
Local No. 12, Columbus, OH , Article Fourteen, Section 8(d) - Legal	11,397.99	Local No. 690, Iowa City, IA , Article Fourteen, Section 8(d) - Legal	647.50
Local No. 15, Seattle, WA , Article Fourteen, Section 8(d) - Legal	34,679.00	Local No. 709, St. John, NL , Article Fourteen, Section 8(d) - Legal	2,260.00
Local No. 18, Milwaukee, WI , Article Fourteen, Section 8(d) - Legal	1,318.71	Local No. 750, Chicago, IL , Article Fourteen, Section 8(d) - Legal	4,389.00
Local No. 22, Washington, DC , Article Fourteen, Section 8(d) - Legal	2,084.75	Local No. 798, New York, NY , Article Fourteen, Section 8(d) - Legal	1,631.25
Local No. 28, Portland, OR , Article Fourteen, Section 8(d) - Legal	10,723.70	Local No. 863, Montreal, QC , Article Fourteen, Section 8(d) - Legal	7,747.88
Local No. 63, Winnipeg, MB , Article Fourteen, Section 8(d) - Legal	1,495.00	Local No. 868, Washington, DC , Article Fourteen, Section 8(d) - Legal	2,959.00
Local No. 118, Vancouver, BC Article Fourteen, Section 8(d) - Legal	5,944.06	Local No. 887, Seattle, WA , Article Fourteen, Section 8(d) - Legal	300.00
Local No. 122, San Diego, CA , Article Fourteen, Section 8(d) - Legal	450.00	Local No. 891, Vancouver, BC , Article Fourteen, Section 8(d) - Legal	159.04
Local No. 154, Ashland, OR , Article Fourteen, Section 8(d) - Legal	37,572.00	Local No. 927, Atlanta, GA , Article Fourteen, Section 8(d) - Legal	14,087.15
Local No. 161, New York, NY , Article Fourteen, Section 8(d) - Legal	24,867.50	Local No. 938, Vancouver, BC , Article Fourteen, Section 8(d) - Legal	96,272.08
Local No. 168, Vancouver Island, BC , Article Fourteen, Section 8(d) - Legal	21,346.04	Local No. ADC659, Toronto, ON , Article Fourteen, Section 8(d) - Legal	4,538.02
Local No. 306, New York, NY , Article Fourteen, Section 8(d) - Legal	15,225.00	Local No. B173, Toronto, ON , Article Fourteen, Section 8(d) - Legal	19,722.25
Local No. 311, Middletown, NY , Article Fourteen, Section 8(d) - Legal	11,125.00	Local No. B192, Hollywood, CA , Article Fourteen, Section 8(d) - Legal	28,524.45
Local No. 322, Charlotte, NC , Article Fourteen, Section 8(d) - Legal	5,061.50	Local No. B778, Vancouver, BC , Article Fourteen, Section 8(d) - Legal	4,091.56
Local No. 357, Kitchener, ON , Article Fourteen, Section 8(d) - Legal	18,718.63	Local No. B868, Washington, DC , Article Fourteen, Section 8(d) - Legal	5,276.81
Local No. 467, Thunder Bay, ON , Article Fourteen, Section 8(d) - Legal	4,127.30		
Local No. 504, Anaheim, CA , Article Fourteen, Section 8(d) - Legal	62,000.70		
		<b>SUB TOTAL : \$566,369.06</b>	



INTERNATIONAL

IATSE – Animation Industry in Quebec/Bill C-27/ Canada Film Collective Bargaining Agreement/ Copyright in the Age of Generative AI/Dome Organizing/ Double Negative (DNEG)/Encore Group USA/Encore Global Events/ ICON Organizing/Machinists & Aerospace Workers/ Neuro Tour/Off-Broadway Organizing/Protection of Personal Information/Quebec Status of the Artists 2024/Researchers in Quebec/Review of BC Labour Code/Sugarhill Nutcracker Unpaid Wages/Toad’s Place/William F. White Application - Legal	\$420,617.47
Basic Agreement	92,726.60
IATSE – Miscellaneous – Legal	65,061.42
	<b><u>SUB TOTAL : \$578,405.49</u></b>

LOBBYING AND CONSULTING

Jacobson & Zilber Strategies, LLC	\$60,000.00
Kathy Garmezy	24,000.00
KBB Consulting LLC	7,800.00
State & Broadway, Inc.	42,000.00
Thorsen & French Advocacy, Inc.	75,000.00

EDUCATION

Article Fourteen, Section 8(f) – LEAP Reimbursements to Locals/Officers	\$30,247.45
Article Fourteen, Section 8(f) – Misc. Training/Instructors	118,825.99

**Sub Total : \$149,073.44**  
**Grand Total : \$1,502,647.99**

Respectfully submitted by:

Matthew D. Loeb  
Colleen A. Glynn  
John M. Lewis  
Paul F. Dean, Jr.  
Apple Thorne



# INDEPENDENT AUDITOR'S REPORT

Mr. Matthew D. Loeb, President

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists  
and Allied Crafts of the United States, Its Territories and Canada and Affiliates

## Opinion

We have audited the consolidated financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International"), which comprise the consolidated statements of financial position as of April 30, 2024 and 2023, and the related consolidated statement of activities, and consolidated statement of functional expenses for the year ended April 30, 2024, and consolidated statements of cash flows for the years ended April 30, 2024 and 2023, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2024 and 2023, and its changes in net assets for the year ended April 30, 2024 and its cash flows for the years ended April 30, 2024 and 2023, in accordance with accounting principles generally accepted in the United States of America.

## Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the International and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that,

individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

## Report on Summarized Comparative Information

We have previously audited the International's April 30, 2023 consolidated financial statements, and we expressed an unmodified audit opinion on those consolidated audited financial statements in our report dated August 4, 2023. In our opinion, the summarized comparative information presented herein as of and for the year ended April 30, 2023 is consistent, in all material respects, with the audited financial statements from which it has been derived.

## Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplemental information on pages 25 through 35 is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Hauppauge, New York  
August 30, 2024



**CONSOLIDATED STATEMENTS OF FINANCIAL POSITION**  
**APRIL 30, 2024 AND 2023**

	2024	2023		2024	2023
<b>Assets</b>			<b>Liabilities and Net assets</b>		
Current assets			Current liabilities		
Cash	\$ 3,609,552	\$ 3,631,187	Accounts payable and accrued expenses	\$ 568,555	\$ 689,350
Investments - at fair value	60,753,792	63,265,468	Tenant deposit payable	29,357	29,357
Receivables			Other	81,914	61,340
Accrued interest and dividends	419,888	391,385	Total current liabilities	679,826	780,047
Promissory notes	27,700	32,800	Deferred compensation plan	1,672,446	11,522,846
Per capita taxes	1,042,000	686,000	Deferred income	9,895,000	10,522,000
Other	37,895	51,782	Employers' bonds	2,198,520	1,982,569
Prepaid expenses	390,286	235,721	Total liabilities	14,445,792	24,807,462
Total current assets	66,281,113	68,294,343			
Property and equipment - net	32,309,092	30,977,675	Net assets		
Other assets	115,799	151,761	Without restrictions	83,788,903	74,024,786
Total assets	\$98,706,004	\$99,423,779	With restrictions	471,308	591,531
			Total net assets	84,260,211	74,616,317
			Total liabilities and net assets	\$98,706,003	\$99,423,779

**CONSOLIDATED STATEMENT OF ACTIVITIES**  
**YEAR ENDED APRIL 30, 2024**  
**(WITH COMPARATIVE TOTALS FOR 2023)**

	2024			2023
	Without Restrictions	With Restrictions	Total	
<b>Revenue</b>				
Per capita taxes and assessments	\$37,665,663	\$ -	\$37,665,663	\$37,741,432
Political action contributions	-	690,292	690,292	554,135
Processing fees	2,210,280	-	2,210,280	2,686,182
Supplies and other	61,978	-	61,978	81,897
Rent	355,922	-	355,922	339,864
Royalty income	295,841	-	295,841	195,112
Other	69,634	-	69,634	106,451
Net assets released from restrictions:				
Satisfaction of program restrictions	810,515	(810,515)	-	-
Total revenue	41,469,833	(120,223)	41,349,610	41,705,073
<b>Expenses</b>				
Program services	29,182,487	-	29,182,487	25,580,489
Management and general	13,687,256	-	13,687,256	8,606,497
Total expenses	42,869,743	-	42,869,743	34,186,986
Change in net assets before other changes	(1,399,910)	(120,223)	(1,520,133)	7,518,087
<b>Other changes</b>				
Net investment income (loss)	1,313,627	-	1,313,627	(550)
Pandemic relief	-	-	-	-
Pension related changes other than benefit costs	9,850,400	-	9,850,400	2,475
Change in net assets	9,764,117	(120,223)	9,643,894	7,520,012
<b>Net assets</b>				
Beginning of year	74,024,786	591,531	74,616,317	67,096,305
End of year	\$83,788,903	\$471,308	\$84,260,211	\$74,616,317



**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**  
**YEAR ENDED APRIL 30, 2023 (WITH COMPARATIVE TOTALS FOR 2023)**

	2024			2023
	Program Services	Management and General	Total	
Payroll and allowances	\$10,915,521	\$ 4,353,606	\$15,269,127	\$13,503,900
Payroll taxes	781,956	319,391	1,101,347	928,356
Employee benefits	5,419,793	2,176,102	7,595,895	7,413,861
Occupancy	223,562	91,314	314,876	317,695
Utilities	80,092	32,713	112,805	111,292
Real estate taxes	223,633	91,344	314,977	298,614
Maintenance and repairs	176,484	72,085	248,569	205,524
Telephone	28,611	11,686	40,297	86,527
Printing and postage	892,970	364,734	1,257,704	1,271,553
Office	753,602	302,291	1,055,893	529,071
Legal	2,350,872	39,860	2,390,732	1,264,995
Accounting	-	341,379	341,379	263,830
Consulting and outside services	119,188	48,682	167,870	115,280
Computer	353,225	143,893	497,118	445,359
Insurance	205,974	84,130	290,104	241,872
Meetings and conferences	2,790,477	-	2,790,477	2,688,408
Per capita taxes - affiliated organizations	1,259,049	-	1,259,049	1,157,812
Promotional and charitable	-	4,799,556	4,799,556	647,452
Political contributions	1,033,511	-	1,033,511	705,272
Education and training	559,180	-	559,180	638,440
Currency exchange	405,983	165,824	571,807	497,878
Depreciation	608,804	248,666	857,470	853,995
Total expenses	<u>\$29,182,487</u>	<u>\$13,687,256</u>	<u>\$42,869,743</u>	<u>\$34,186,986</u>

**CONSOLIDATED STATEMENTS OF CASH FLOWS**  
**YEARS ENDED APRIL 30, 2024 AND 2023**

	2024	2023
Cash Flow from Operating Activities:		
Change in net assets	\$9,643,894	\$7,520,012
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	857,470	853,995
Net (appreciation) depreciation in fair value of investments	234,407	267,103
Receivable - Accrued interest and dividends	(28,503)	(221,237)
Receivable - Promissory notes	5,100	2,400
Receivable - Per capita taxes	(356,000)	(169,000)
Receivable - Other	13,887	(7,125)
Prepaid expenses	(154,565)	(13,036)
Other assets	35,962	11,559
Accounts payable and accrued expenses	(120,795)	228,468
Other current liabilities	20,574	(42,521)
Deferred compensation plan	(9,850,400)	(2,474)
Deferred income	(627,000)	(1,960,000)
Employers' bonds	215,951	374,780
Currency translation adjustment	253,747	775,446
Net cash provided by (used in) operating activities	<u>143,729</u>	<u>7,618,370</u>
Cash flows from Investing Activities:		
Purchase of investments	(91,517,542)	(75,327,030)
Sale of investments	93,541,065	68,978,617
Purchase of property and equipment	(2,188,887)	(1,086,830)
Net cash provided by (used in) investing activities	<u>(165,364)</u>	<u>(7,435,243)</u>
Cash flows from Financing Activities:		
Notes payable	-	-
Net cash provided by (used in) financing activities	<u>-</u>	<u>-</u>
Net increase (decrease) in cash	<u>(21,635)</u>	<u>183,127</u>
Cash		
Beginning of year	<u>3,631,187</u>	<u>3,448,060</u>
End of year	<u>\$3,609,552</u>	<u>\$3,631,187</u>

**Supplemental cash flow information:**

There were no cash outlays for interest or income taxes during the years ended April 30, 2024 and 2023.

**NOTES TO COMBINED FINANCIAL STATEMENTS**  
**YEARS ENDED APRIL 30, 2024 AND 2023**

**Note 1 - Description of Organization and Significant Accounting Policies**

**General**

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (the "International") is an international labor union and was established to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to ensure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The consolidated financial statements include the following funds and affiliated entities under the International's control:

The General Fund provides for the ongoing activities of the International not specifically carried out by any other fund.

The International's wholly-owned affiliates, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a title holding corporation, the I.A.T.S.E. International Building Corporation (the "International Building Corp."), an Ontario, Canada non-share Capital Corporation, and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp."), a title holding corporation. These affiliates were established to hold title to and operate property.

The Convention Transportation and Per Diem Fund (the "Convention Fund") was established to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International.

The Defense Fund of the International Union was established to defray extraordinary legal and other expenses of the local unions as determined by the Defense Fund Committee.

The Security Department was established to receive and act as custodian for employer bonds that serve as collateral for wages and benefits for members working in accordance with applicable collective bargaining agreements.

The Political Action Committee of the I.A.T.S.E., the I.A.T.S.E. Federal Speech PAC and the State and Local PAC of the I.A.T.S.E. (known collectively as the "Political Action Committees") were established for political and legislative purposes.



Management has evaluated subsequent events through the date of the auditor's report, the date the financial statements were available to be issued.

#### Basis of accounting

The financial statements are presented on the accrual basis of accounting.

#### Fund accounting

The accounts of the International are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, the funds have been consolidated for financial statement purposes.

#### Canadian exchange

The International maintains assets and liabilities in Canada and the United States. It is the intent of the International to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the Consolidated Statements of Financial Position are translated at the appropriate year-end exchange rates. Canadian dollars included in the Consolidated Statement of Activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the Consolidated Statement of Activities.

#### Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

#### Administrative expense allocation

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services includes salaries, benefits and other related administrative expenses. The total amount reimbursed to the years ended April 30, 2024 and 2023 was \$329,966 and \$288,709, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2024 and 2023 was \$450,565 and \$434,529, respectively. This amount is included in employee benefits in the Consolidated Statement of Functional Expenses.

#### Functional allocation of expenses

The financial statements report certain categories of expenses that are attributable to more than one function. Expenditures classified as program services relate primarily to the tax purpose of the organization. Expenditures classified as management and general relate primarily to administrative functions. All expenses are allocated in a manner that best reflects the actual costs associated with each function, primarily based on estimates of time and effort.

#### Inventory

The International maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of the items held.

#### Valuation of investments and income recognition

The International's investments are stated at fair value. See "Fair value measurements" footnote for additional information.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

#### Note 2 - Cash

	2024	2023
Interest bearing	\$3,033,902	\$2,855,624
Non-interest bearing	575,650	775,563
Total	<u>\$3,609,552</u>	<u>\$3,631,187</u>

At times throughout the years the International may have, on deposit in banks, amounts in excess of FDIC and CDIC insurance limits. The International has not experienced any losses in such accounts and the Officers believe it is not exposed to any significant credit risks.

#### Note 3 - Investments

Investments consist of the following:

	2024	2023
Investments at fair value as determined by quoted market price		
U.S. government securities	\$22,597,199	\$30,271,773
Corporate debt instruments	20,640,622	18,690,490
Registered investment companies	13,411,787	9,932,955
Investments at estimated fair value		
Certificates of deposit	3,860,124	4,187,492
Non-publicly traded stock	244,060	182,758
Total	<u>\$ 60,753,792</u>	<u>\$63,265,468</u>

Investment income (loss) consists of the following:

	2024	2023
Interest and dividends	\$2,070,241	\$1,302,078
Net appreciation (depreciation) in fair value	(234,407)	(267,103)
Currency translation gain (loss)	(253,747)	(775,446)
Less: investment expenses	(268,460)	(260,079)
Total	<u>\$1,313,627</u>	<u>\$ (550)</u>

#### Note 4 - Board designated investments

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2024 and 2023 was \$838,200 and \$1,442,650, respectively. The fair value of the International's investment in the building reserve as of April 30, 2024 and 2023 was \$3,038,154 and \$2,079,911, respectively. This amount is included in the investments at fair value in the Consolidated Statements of Financial Position.

#### Note 5 - Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 inputs to the valuation methodology are unadjusted quoted prices, in active markets, for identical assets that the International has the ability to access.

Level 2 inputs to the valuation methodology include: quoted prices for similar assets in active markets, quoted prices for identical or similar assets in inactive markets, inputs other than quoted prices that are observable for the asset, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset.

Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs are generally based on the best information available, which may include the reporting entity's own assumptions and data.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

U.S. government securities: U.S. Treasury notes are valued at the closing price reported on the active market on which the individual securities are traded. Other U.S. government and agency obligations are valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate debt instruments: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments,



but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

Registered investment companies: Valued at the closing price reported in the active market in which the securities are traded.

Certificates of deposit: Value estimated by the manager of the account at prevailing market prices.

Investments measured at net asset value: The value of the non-publicly traded stock is estimated by the management of the investment entity.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2024, with fair value measurements on a recurring basis:

	2024	Level 1	Level 2	Level 3
<b>Investments at fair value</b>				
U.S. government securities				
U.S. treasury securities	\$22,015,411	\$22,015,411	\$ -	-
Mortgage backed securities	581,788	-	581,788	-
Corporate debt instruments				
Domestic corporate bonds	20,640,622	-	20,640,622	-
Registered investment companies				
Money market mutual funds	12,594,722	12,594,722	-	-
Fixed income mutual funds	817,065	817,065	-	-
Certificates of deposit	3,860,124	3,860,124	-	-
Total assets in the fair value hierarchy	60,509,732	\$39,287,322	\$21,222,410	\$ -
Investments measured at net asset value	244,060			
Investments at fair value	\$60,753,792			

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2022, with fair value measurements on a recurring basis:

	2023	Level 1	Level 2	Level 3
<b>Investments at fair value</b>				
U.S. government securities				
U.S. treasury securities	\$ 0,067,012	\$30,067,012	\$ -	-
Mortgage backed securities	204,761	-	204,761	-
Corporate debt instruments				
Domestic corporate bonds	18,690,490	-	18,690,490	-
Registered investment companies				
Money market mutual funds	9,109,876	9,109,876	-	-
Fixed income mutual funds	823,079	823,079	-	-
Certificates of deposit	4,187,492	4,187,492	-	-
Total assets in the fair value hierarchy	63,082,710	\$44,187,459	\$18,895,251	\$ -
Investments measured at net asset value	182,758			
Investments at fair value	\$63,265,468			

#### Note 6 - Risks and uncertainties

The International invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Pension contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

#### Note 7 - Availability of financial assets

The International's financial assets available within one year of the Consolidated Statements of Financial Position date for general expenditures are as follows:

	2024	2023
<b>Financial assets at year end</b>		
Cash	\$ 3,609,552	\$ 3,631,187
Investments - at fair value	60,753,792	63,265,468
Accrued interest and dividends	419,888	391,385
Promissory notes	27,700	32,800
Per capita taxes	1,042,000	686,000
Other	37,895	51,782
Total financial assets available within one year	\$65,890,827	\$68,058,622

None of the financial assets are subject to other contractual restrictions that make them unavailable for general expenditure within one year of the Consolidated Statements of Financial Position date. As part of the International's liquidity management, financial assets are structured to be available for its general expenditures, liabilities, and other obligations as they come due.

The International invests excess cash in marketable securities which can be drawn upon in the event of an unanticipated liquidity need.

#### Note 8 - Promissory notes

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and were deemed collectable as of April 30, 2024 and 2023.

Following is a summary of outstanding promissory notes as of April 30th:

Local No.	2024	2023
250	16,000	20,000
B-778	11,700	12,800
Total	\$27,700	\$32,800

#### Note 9 - Property and equipment

	2024	2023
Land	\$ 5,377,407	\$ 5,377,407
Building and improvements	32,557,188	30,682,600
Furniture and equipment	4,037,532	3,723,235
	41,972,127	39,783,242
Less accumulated depreciation	9,663,035	8,805,567
Property and equipment - net	\$32,309,092	\$30,977,675

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2024 and 2023 was \$857,470 and \$853,995, respectively, computed using the straight-line method over the estimated useful lives of the respective assets.

Expenditures for maintenance, repairs and minor renewals are charged to expenses as incurred; major renewals and betterments are capitalized.

In August 2022, the International, through its wholly-owned subsidiary, the International Building Corp., entered into a purchase agreement with an unrelated third party to purchase a condominium located at 187 Parliament Street, Toronto, ON for approximately \$6,400,000. Under the terms of the agreement, the International paid deposits totaling \$1,278,000 towards the purchase. These deposits are included in property and equipment - net on the Consolidated Statements of Financial Position as of April 30, 2024.

#### Note 10 - Per capita tax

Pursuant to the International's Constitution and Bylaws, each affiliated local union shall purchase from the General Secretary-Treasurer of the International, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the membership of the current quarter.

The cost and allocation of each quarterly stamp is as follows:

Period	Quarterly Stamps Allocation				Alfred W. DiTolla/Harold Spivak Foundation
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
Jan. 1, 2021 - April 30, 2024	\$58.00	\$51.75	\$ 4.00	\$ 2.00	\$ 0.25



**Note 11 - Rent income**

The International Building Corp. is a lessor under a commercial lease, which expires on July 31, 2025. Future annual rental income under non-cancelable leases are as follows:

2025	\$23,983
2026	5,996
Total	<u>\$29,979</u>

The International entered into a ten-year lease agreement with the IATSE Entertainment and Exhibition Industries Training Trust Fund (the "Training Trust"), a related party, for office space located at 2210 W. Olive Avenue, Burbank, California, at a monthly rate of \$22,500. The lease is effective from September 1, 2019 through August 31, 2029 and is cancelable upon 180 days' notice. Under the terms of the agreement, the monthly rent will increase 3% annually and the Training Trust will pay the base rent plus escalation charges for real estate taxes and parking fees and will pay for its own maintenance and utilities. In addition, the Training Trust secured a \$29,357 security deposit, pursuant to the lease.

Total rent income received for the years ended April 30, 2024 and 2023 was \$355,922 and \$339,864, respectively.

**Note 12 - Royalty income**

The International has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL-CIO. The annual royalties received by the International for the years ended April 30, 2024 and 2023 were \$295,841 and \$195,112, respectively. The term of the existing agreement expires on December 31, 2025.

**Note 13 - Employee 401(k) Savings Plan**

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 25% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

**Note 14 - Multiemployer plan that provides postretirement benefits other than pension**

The International contributes to a multiemployer health plan on behalf of eligible employees. This plan provides postretirement health benefits for active and retired participants.

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2024 and 2023 were \$3,161,029 and \$2,874,652, respectively.

**Note 15 - Staff pension plan**

The International's employees are also covered by the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund uses an April 30 measurement date.

Employers are required to recognize the overfunded or underfunded status of a defined benefit postretirement plan as an asset or liability in its statement of financial position, recognize changes in that funded status in the year in which the changes occur through changes in net assets and measure its assets and obligations to determine the funded status as of the end of the employer's fiscal year.

The following is a summary of the funded status of the Pension Fund as provided by the consulting actuaries

Obligations and funded status as of April 30, 2024 and 2023 were as follows:

	2024	2023
Accumulated benefit obligation	\$59,169,809	\$61,979,835
Projected benefit obligations	67,285,499	69,924,551
Fair value of plan assets	65,613,054	58,401,706
Funded status - unfunded	<u>\$(1,672,445)</u>	<u>\$(11,522,845)</u>

Contributions and benefit payments made during the years ended April 30, 2024 and 2023 were as follows:

	2024	2023
Employer contributions	\$4,014,004	\$3,877,892
Benefits paid	2,784,038	2,511,463

Future contributions:

Contributions to the plan are expected to be \$4,132,644 for the year ending April 30, 2025.

Future benefit payments:

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

2025	\$3,190,887
2026	3,400,239
2027	3,615,558
2028	3,914,490
2029	4,155,601
2030 through 2034	<u>23,979,477</u>
Total	<u>\$42,256,252</u>

Net periodic benefit cost:

Components of net periodic cost for the years ended April 30, 2024 and 2023 were as follows:

	2024	2023
Service cost	\$2,587,318	\$2,507,295
Interest cost	3,501,073	3,159,253
Expected return on plan assets	(4,127,915)	(4,018,139)
Amortization of transition (asset)/obligation	-	-
Amortization of prior service cost/(credit)	269,382	269,382
Recognized amortization of net actuarial loss	<u>1,104,878</u>	<u>1,264,139</u>
Net periodic benefit cost	<u>\$3,334,736</u>	<u>\$3,181,930</u>

Unrecognized net periodic benefit cost:

The Plan Sponsor is required to recognize any unrecognized prior actuarial loss (gain), unrecognized prior service cost (credit) and unrecognized transition asset (liability). As a result, the net pension liability reflected in the Consolidated Statements of Financial Position is the excess of the projected benefit obligation over the fair value of plan assets, or the "funded status" of the Pension Fund at April 30.

Components of unrecognized net periodic benefit cost were as follows:

	2024	2023
Service cost	\$1,004,794	\$1,274,176
Net (gain)/loss	7,601,223	16,502,973
Unrecognized net periodic benefit cost	<u>\$8,606,017</u>	<u>\$17,777,149</u>



The weighted average assumptions used to determine benefit obligations and net periodic benefit cost were as follows:

	2024	2023
Benefit obligation:		
Discount rate	5.75%	5.00%
Rate of compensation increases	4.00%	4.00%
Measurement date	4/30/2024	4/30/2023
Net periodic benefit cost:		
Discount rate	5.00%	4.50%
Rate of compensation increases	4.00%	4.00%
Expected return on plan assets	7.00%	7.00%
Measurement date	4/30/2023	4/30/2022

Plan Assets – The Pension Fund assets were invested in the following categories:

	Target allocation range
Equity securities	30% - 65%
Fixed income	20% - 55%
Alternative investments	0% - 30%
Cash & equivalents	0% - 12%

The Pension Fund has investment guidelines for plan assets that seek capital preservation and long term growth. The investment goals are to attain a total return performance equal to or in excess of the applicable benchmarks and in excess of the actuarial assumption, while adequately supporting the ongoing operating cash flow requirements of the Pension Fund. All assets selected for the portfolio must be marketable and must be selected with care, skill and diligence.

To develop the expected long-term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.0% long-term rate on assets assumption as of April 30, 2024 and 2023.

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2024, with fair value measurements on a recurring basis

	2024	Level 1	Level 2	Level 3
Investments at fair value				
Interest bearing cash	\$ 1,615,756	\$ 1,615,756	\$ -	\$ -
U.S. government securities				
U.S. treasury securities	4,902,442	4,902,442	-	-
Mortgage backed securities	2,878,571	-	2,878,571	-
Corporate debt instruments				
A or above credit rating	716,952	-	716,952	-
Below A credit rating	2,419,772	-	2,419,772	-
Corporate stock				
Mid cap core	3,808,293	3,808,293	-	-
Large cap value	5,554,442	5,554,442	-	-
Large cap growth	10,905,291	10,905,291	-	-
International value	5,679,456	5,679,456	-	-
All cap core	3,770,700	3,770,700	-	-
Large cap core	3,798,032	3,798,032	-	-
Small cap core	3,190,040	3,190,040	-	-
Registered investment companies				
Fixed income & mortgage backed securities	9,525,621	9,525,621	-	-
Alternative	4,904,762	4,904,762	-	-
Emerging markets	444,089	444,089	-	-
Domestic realty	1,021,554	1,021,554	-	-
International realty	323,576	323,576	-	-
Total assets in the fair value hierarchy	\$65,459,349	\$59,444,054	\$6,015,295	\$ -
Investments measured at net asset value	\$ 153,705			
Investments at fair value	\$65,613,054			

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2023, with fair value measurements on a recurring basis:

	2023	Level 1	Level 2	Level 3
Investments at fair value				
Interest bearing cash	\$ 1,405,609	\$ 1,405,609	\$ -	\$ -
U.S. government securities				
U.S. treasury securities	5,938,774	5,938,774	-	-
Mortgage backed securities	2,365,398	-	2,365,398	-
Corporate debt instruments				
A or above credit rating	294,200	-	294,200	-
Below A credit rating	1,677,034	-	1,677,034	-
Corporate stock				
Mid cap core	3,169,222	3,169,222	-	-
Large cap value	4,889,395	4,889,395	-	-
Large cap growth	9,150,553	9,150,553	-	-
International value	4,891,582	4,891,582	-	-
All cap core	3,242,719	3,242,719	-	-
Large cap core	3,680,739	3,680,739	-	-
Small cap core	2,691,409	2,691,409	-	-
Registered investment companies				
Fixed income & mortgage backed securities	8,018,367	8,018,367	-	-
Alternative	5,058,329	5,058,329	-	-
Emerging markets	435,879	435,879	-	-
Domestic realty	989,502	989,502	-	-
International realty	312,220	312,220	-	-
Total assets in the fair value hierarchy	58,210,931	\$53,874,299	\$4,336,632	\$ -
Investments measured at net asset value	190,775			
Investments at fair value	\$58,401,706			

#### Note 16 - Net assets

The net assets of the International, Realty Corp., International Building Corp. and General Building Corp. are classified as without restrictions and are available for any purpose or obligation of the International.

The net assets of the Political Action Committees are classified as with restrictions as they arise from contributions made for the restrictive purpose of this fund.

#### Note 17 - Contingencies

The financial statements include certain prior year summarized comparative information in total but not by net asset class and functional expense category. Such information does not include sufficient detail to constitute a presentation in conformity with the basis of accounting on which these financial statements were prepared. Accordingly, such information should be read in conjunction with the organization's financial statements for the year ended April 30, 2023 from which the summarized information was derived.

#### Note 18 - Prior year summarized information

The financial statements include certain prior year summarized comparative information in total but not by net asset class and functional expense category. Such information does not include sufficient detail to constitute a presentation in conformity with the basis of accounting on which these financial statements were prepared. Accordingly, such information should be read in conjunction with the organization's financial statements for the year ended April 30, 2022 from which the summarized information was derived.

#### Note 19 - Tax status

The International is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The General Building Corp. and the Realty Corp. are exempt from federal income taxes under Section 501(c)(2) of the Internal Revenue Code.

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

The Political Action Committees are exempt from federal income taxes under Section 527 of the Internal Revenue Code.



**CONSOLIDATING SCHEDULES OF INVESTMENT INCOME  
YEARS ENDED APRIL 30, 2024 AND 2023**

	2024			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$1,234,189	\$265,956	\$570,096	\$ 2,070,241
Net appreciation (depreciation) in fair value of investments	(118,426)	81,197	(197,178)	(234,407)
Currency translation gain (loss)	(233,337)	(119,612)	99,202	(253,747)
Less: Investment expenses	(167,950)	(16,847)	(83,663)	(268,460)
<b>Total</b>	<b>\$714,476</b>	<b>\$210,694</b>	<b>\$388,457</b>	<b>\$ 1,313,627</b>

	2023			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 826,998	\$ 167,027	\$ 308,053	\$ 1,302,078
Net appreciation (depreciation) in fair value of investments	(20,281)	(132,230)	(114,592)	(267,103)
Currency translation gain (loss)	(608,949)	(73,834)	(92,663)	(775,446)
Less: Investment expenses	(166,296)	(13,401)	(80,382)	(260,079)
<b>Total</b>	<b>\$ 31,472</b>	<b>\$ (52,438)</b>	<b>\$ 20,416</b>	<b>\$ (550)</b>

**SCHEDULES OF DEFENSE FUND EXPENDITURES  
YEAR ENDED APRIL 30, 2024**

Local No. One, New York, NY, Article Fourteen, Section 8(d) - Legal	\$50,963	Local No. 887, Seattle, WA, Article Fourteen, Section 8(d) - Legal	32,355
Local No. 4, Brooklyn, NY, Article Fourteen, Section 8(d) - Legal	5,850	Local No. 891, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	1,495
Local No. 12, Columbus, OH, Article Fourteen, Section 8(d) - Legal	11,398	Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) - Legal	29,874
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	60,221	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	115,082
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	3,086	Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) - Legal	17,604
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	35,629	Local No. B-192, Burbank, CA, Article Fourteen, Section 8(d) - Legal	51,673
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	23,682	Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	17,759
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	3,364	Local No. B-868, Washington D.C., Article Fourteen, Section 8(d) - Legal	5,277
Local No. 63, Winnipeg, MB, Article Fourteen, Section 8(d) - Legal	1,495	<b>Subtotal</b>	<b>986,358</b>
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	40,527	<b>INTERNATIONAL</b>	
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	1,650	IATSE - Article Fourteen, Sections 8(c) and (d) - AMPTP, Animation Industry QC, Bill C-27,	
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	49,852	Brooklyn Steel, Canada Film CBA, Colossal Media, Copyright in the Age of Generative AI,	
Local No. 161, New York, NY, Article Fourteen, Section 8(d) - Legal	18,848	CRTC, Dome Productions, Double Negative, Encore Group USA, ICON, Ironman, Macy's	
Local No. 168, Vancouver Island, BC, Article Fourteen, Section 8(d) - Legal	21,346	Parade Shop, Machinists & Aerospace Workers, Neuro Tour, PPI, Southern Gateway,	
Local No. 306, New York, NY, Article Fourteen, Section 8(d) - Legal	46,575	Sugarhill Nutcracker, Toad's Place, VFX, Wildbrain, William	
Local No. 311, Middletown, NY, Article Fourteen, Section 8(d) - Legal	10,812	F. White Application, Organizing (Various) - Legal	654,707
Local No. 322, Charlotte, NC, Article Fourteen, Section 8(d) - Legal	5,061	Basic Agreement	132,246
Local No. 347, Columbia, SC, Article Fourteen, Section 8(d) - Legal	428	IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	89,971
Local No. 357, Stratford, ON, Article Fourteen, Section 8(d) - Legal	18,719	<b>Subtotal</b>	<b>876,924</b>
Local No. 467, Thunder Bay, ON, Article Fourteen, Section 8(d) - Legal	4,127	<b>LOBBYING AND CONSULTING</b>	
Local No. 488, Portland, OR, Article Fourteen, Section 8(d) - Legal	4,586	Article Fourteen, Section 8(c) - Thorsen French Advocacy	150,000
Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d) - Legal	120,305	Article Fourteen, Section 8(c) - Kathy Garmezny	48,000
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) - Legal	84,158	Article Fourteen, Section 8(c) - State & Broadway, Inc.	72,000
Local No. 611, Santa Cruz, CA, Article Fourteen, Section 8(d) - Legal	10,340	Article Fourteen, Section 8(c) - Jacobson & Zilber Strategies, LLC	120,000
Local No. ADC659, Toronto, ON, Article Fourteen, Section 8(d) - Legal	4,538	<b>Subtotal</b>	<b>390,000</b>
Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) - Legal	2,084	<b>EDUCATION</b>	
Local No. 690, Iowa City, IA, Article Fourteen, Section 8(d) - Legal	648	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	62,105
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) - Legal	2,260	Article Fourteen, Section 8(f) - Misc. Training/InfoComm/Instructors	492,144
Local No. 745, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	7,489	<b>Subtotal</b>	<b>554,249</b>
Local No. 750, Chicago, IL, Article Fourteen, Section 8(d) - Legal	16,074	<b>Total</b>	<b>\$ 2,807,531</b>
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	26,753		
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) - Legal	14,153		
Local No. 868, Washington D.C., Article Fourteen, Section 8(d) - Legal	8,218		



**SCHEDULES OF DEFENSE FUND EXPENDITURES  
YEAR ENDED APRIL 30, 2023**

Local No. 1, New York, NY, Article Fourteen, Section 8(d) - Legal	\$ 41,763	Local No. 887, Seattle, WA, Article Fourteen, Section 8(d) - Legal	915
Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) - Legal	825	Local No. 906, Charlottetown, PE, Article Fourteen, Section 8(d) - Legal	7,879
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	500	Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) - Legal	21,601
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	4,776	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	41,648
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	8,766	Local No. B-18, San Francisco, CA, Article Fourteen, Section 8(d) - Legal	11,668
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	6,142	Local No. B-29, Philadelphia, PA, Article Fourteen, Section 8(d) - Legal	1,125
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	233,614	Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) - Legal	2,968
Local No. 26, Grand Rapids, MI, Article Fourteen, Section 8(d) - Legal	322	Local No. B-192, Burbank, CA, Article Fourteen, Section 8(d) - Legal	287
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	40,359	Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	656
Local No. 33, Burbank, CA, Article Fourteen, Section 8(d) - Legal	33,082	Local No. F72, New York, NY, Article Fourteen, Section 8(d) - Legal	3,645
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) - Legal	11,200	Subtotal	<u>770,990</u>
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) - Legal	8,427		
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	11,803	<b>INTERNATIONAL</b>	
Local No. 58, Toronto, ON, Article Fourteen, Section 8(d) - Legal	6,246	IATSE - Article Fourteen, Sections 8(c) and (d) - Animation Industry QC, Antablin,	
Local No. 99, Salt Lake City, UT, Article Fourteen, Section 8(d) - Legal	175	AQTIS, BC Bargaining Structure, Dome Organizing, Encore Group USA, Macy's	
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	45,194	Parade Shop, Fayetteville Arkansas Organizing, Holland, Ironman, Starbright,	
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	4,500	Strike, Titmouse Organizing - Legal	87,054
Local No. 134, San Jose, CA, Article Fourteen, Section 8(d) - Legal	245	IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	45,284
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	28,565	Subtotal	<u>132,338</u>
Local No. 191, Cedar Rapids, IA, Article Fourteen, Section 8(d) - Legal	5,880		
Local No. 357, Stratford, ON, Article Fourteen, Section 8(d) - Legal	4,059	<b>LOBBYING AND CONSULTING</b>	
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) - Legal	5,282	Article Fourteen, Section 8(c) - Thorsen French Advocacy	150,000
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) - Legal	3,974	Article Fourteen, Section 8(c) - Kathy Garmezy	48,000
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) - Legal	36,036	Article Fourteen, Section 8(c) - State & Broadway, Inc.	72,000
Local No. 690, Iowa City, IA, Article Fourteen, Section 8(d) - Legal	788	Article Fourteen, Section 8(c) - Jacobson & Zilber Strategies, LLC	30,000
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) - Legal	33,337	Subtotal	<u>300,000</u>
Local No. 750, La Grange, IL, Article Fourteen, Section 8(d) - Legal	4,099		
Local No. 768, Burbank, CA, Article Fourteen, Section 8(d) - Legal	28,946	<b>EDUCATION</b>	
Local No. 794, New York, NY, Article Fourteen, Section 8(d) - Legal	16,662	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	20,106
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	10,689	Article Fourteen, Section 8(f) - Misc. Training/InfoComm/Instructors	584,349
Local No. 822, Toronto, ON, Article Fourteen, Section 8(d) - Legal	2,993	Article Fourteen, Section 8(f) - Young Workers	21,000
Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	2,034	Subtotal	<u>625,455</u>
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) - Legal	9,231		
Local No. 868, Washington D.C., Article Fourteen, Section 8(d) - Legal	28,084	Total	<u>\$1,828,783</u>

**CONSOLIDATING SCHEDULES OF FINANCIAL POSITION  
APRIL 30, 2024**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Assets</b>										
<b>Current assets</b>										
Cash	\$387,603	\$ 6,343	\$ 401,519	\$ 6,837	\$ 17,391	\$ 85,499	\$2,233,052	\$471,308	\$ -	\$ 3,609,552
Investments - at fair value	35,924,946	-	-	-	9,748,419	15,080,427	-	-	-	60,753,792
Receivables										
Accrued interest and dividends	220,435	-	-	-	55,158	144,295	-	-	-	419,888
Related organizations	34,900,798	-	-	-	416,472	275,686	-	-	(35,592,956)	-
Promissory notes	27,700	-	-	-	-	-	-	-	-	27,700
Per capita taxes	934,000	-	-	-	36,000	72,000	-	-	-	1,042,000
Other	37,880	-	15	-	-	-	-	-	-	37,895
Prepaid expenses	330,756	27,818	19,224	12,488	-	-	-	-	-	390,286
Total current assets	<u>72,764,118</u>	<u>34,161</u>	<u>420,758</u>	<u>19,325</u>	<u>10,273,440</u>	<u>15,657,907</u>	<u>2,233,052</u>	<u>471,308</u>	<u>(35,592,956)</u>	<u>66,281,113</u>
Property and equipment - net	752,429	14,454,582	14,735,330	2,366,751	-	-	-	-	-	32,309,092
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	110,818	4,981	-	-	-	-	-	-	-	115,799
Total assets	<u>\$74,587,518</u>	<u>\$14,493,724</u>	<u>\$15,156,088</u>	<u>\$2,386,076</u>	<u>\$10,273,440</u>	<u>\$15,657,907</u>	<u>\$2,233,052</u>	<u>\$471,308</u>	<u>\$(36,553,109)</u>	<u>\$98,706,004</u>



**CONSOLIDATING SCHEDULES OF FINANCIAL POSITION**  
**APRIL 30, 2024**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Liabilities and Net Assets</b>										
<b>Current liabilities</b>										
Accounts payable and accrued expenses	\$ 330,523	\$ -	\$ -	\$ 9,000	\$ -	\$ 229,032	\$ -	\$ -	\$ -	\$ 568,555
Related organizations	-	19,895,813	14,149,470	1,539,673	-	-	8,000	-	(35,592,956)	-
Tenant deposit payable	29,357	-	-	-	-	-	-	-	-	29,357
Other	81,914	-	-	-	-	-	-	-	-	81,914
Total current liabilities	441,794	19,895,813	14,149,470	1,548,673	-	229,032	8,000	-	(35,592,956)	679,826
Deferred compensation plan	1,672,446	-	-	-	-	-	-	-	-	1,672,446
Deferred income	8,855,000	-	-	-	337,000	703,000	-	-	-	9,895,000
Employers bonds	-	-	-	-	-	-	2,198,520	-	-	2,198,520
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	10,969,240	19,895,813	14,149,470	2,508,826	337,000	932,032	2,206,520	-	(36,553,109)	14,445,792
<b>Net assets</b>										
Without restrictions	63,618,278	(5,402,089)	1,006,618	(122,751)	9,936,440	14,725,875	26,532	-	-	83,788,903
With restrictions	-	-	-	-	-	-	-	471,308	-	471,308
Total net assets	63,618,278	(5,402,089)	1,006,618	(122,751)	9,936,440	14,725,875	26,532	471,308	-	84,260,211
Total liabilities and net assets	\$ 4,587,518	\$ 14,493,724	\$ 15,156,088	\$ 2,386,075	\$ 10,273,440	\$ 5,657,907	\$ 2,233,052	\$ 471,308	\$ (36,553,109)	\$ 98,706,003

**CONSOLIDATING SCHEDULES OF FINANCIAL POSITION**  
**APRIL 30, 2023**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Assets</b>										
<b>Current assets</b>										
Cash	\$ 249,432	\$ 2,660	\$ 603,992	\$ 4,707	\$ 43,637	\$ 144,527	\$ 1,990,701	\$ 591,531	\$ -	\$ 3,631,187
Investments - at fair value	39,602,028	-	-	-	8,363,580	15,299,860	-	-	-	63,265,468
Receivables										
Accrued interest and dividends	240,677	-	-	-	39,303	111,405	-	-	-	391,385
Related organizations	33,427,431	-	-	-	337,774	108,191	-	-	(33,873,396)	-
Promissory notes	32,800	-	-	-	-	-	-	-	-	32,800
Per capita taxes	614,000	-	-	-	24,000	48,000	-	-	-	686,000
Other	51,767	-	15	-	-	-	-	-	-	51,782
Prepaid expenses	186,939	26,309	18,353	4,120	-	-	-	-	-	235,721
Total current assets	74,405,074	28,969	622,360	8,827	8,808,294	15,711,983	1,990,701	591,531	(33,873,396)	68,294,343
Property and equipment - net	438,130	13,945,504	14,919,238	1,674,803	-	-	-	-	-	30,977,675
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	146,781	4,980	-	-	-	-	-	-	-	151,761
Total assets	\$ 75,950,138	\$ 13,979,453	\$ 15,541,598	\$ 1,683,630	\$ 8,808,294	\$ 15,711,983	\$ 1,990,701	\$ 591,531	\$ (34,833,549)	\$ 99,423,779



**CONSOLIDATING SCHEDULES OF FINANCIAL POSITION**  
**APRIL 30, 2023**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Liabilities and Net Assets</b>										
<b>Current liabilities</b>										
Accounts payable and accrued expenses	\$ 541,661	\$ -	\$ -	\$ 9,000	\$ -	\$ 138,689	\$ -	\$ -	\$ -	\$ 689,350
Related organizations	-	19,008,813	14,044,725	811,858	-	-	8,000	-	(33,873,396)	-
Tenant deposit payable	29,357	-	-	-	-	-	-	-	-	29,357
Other	61,340	-	-	-	-	-	-	-	-	61,340
<b>Total current liabilities</b>	<b>632,358</b>	<b>19,008,813</b>	<b>14,044,725</b>	<b>820,858</b>	<b>-</b>	<b>138,689</b>	<b>8,000</b>	<b>-</b>	<b>(33,873,396)</b>	<b>780,047</b>
Deferred compensation plan	11,522,846	-	-	-	-	-	-	-	-	11,522,846
Deferred income	9,425,000	-	-	-	360,000	737,000	-	-	-	10,522,000
Employers bonds	-	-	-	-	-	-	1,982,569	-	-	1,982,569
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
<b>Total liabilities</b>	<b>21,580,204</b>	<b>19,008,813</b>	<b>14,044,725</b>	<b>1,781,011</b>	<b>360,000</b>	<b>875,689</b>	<b>1,990,569</b>	<b>-</b>	<b>(34,833,549)</b>	<b>24,807,462</b>
<b>Net assets</b>										
Without restrictions	54,369,934	(5,029,360)	1,496,873	(97,381)	8,448,294	14,836,294	132	-	-	74,024,786
With restrictions	-	-	-	-	-	-	-	591,531	-	591,531
<b>Total net assets</b>	<b>54,369,934</b>	<b>(5,029,360)</b>	<b>1,496,873</b>	<b>(97,381)</b>	<b>8,448,294</b>	<b>14,836,294</b>	<b>132</b>	<b>591,531</b>	<b>-</b>	<b>74,616,317</b>
<b>Total liabilities and net assets</b>	<b>\$75,950,138</b>	<b>\$13,979,453</b>	<b>\$15,541,598</b>	<b>\$1,683,630</b>	<b>\$8,808,294</b>	<b>\$15,711,983</b>	<b>\$1,990,701</b>	<b>\$591,531</b>	<b>\$(34,833,549)</b>	<b>\$99,423,779</b>

**CONSOLIDATING SCHEDULES OF ACTIVITIES**  
**YEAR ENDED APRIL 30, 2024**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Revenue</b>										
Per capita taxes and assessments	\$33,729,158	\$ -	\$ -	\$ -	\$ 1,277,836	\$ 2,658,669	\$ -	\$ -	\$ -	\$37,665,663
Political action contributions	-	-	-	-	-	-	-	690,292	-	690,292
Processing fees	2,210,280	-	-	-	-	-	-	-	-	2,210,280
Supplies and other	61,978	-	-	-	-	-	-	-	-	61,978
Rent	320,286	500,000	306,858	73,941	-	-	-	-	(845,163)	355,922
Royalty income	295,841	-	-	-	-	-	-	-	-	295,841
Other	42,405	-	-	-	-	-	27,229	-	-	69,634
<b>Total revenue</b>	<b>36,659,948</b>	<b>500,000</b>	<b>306,858</b>	<b>73,941</b>	<b>1,277,836</b>	<b>2,658,669</b>	<b>27,229</b>	<b>690,292</b>	<b>(845,163)</b>	<b>41,349,610</b>
<b>Expenses</b>										
Program services	24,565,346	619,638	565,951	62,346	384	3,157,544	829	810,515	(600,066)	29,182,487
Management and general	13,411,134	253,092	231,162	36,965	-	-	-	-	(245,097)	13,687,256
<b>Total expenses</b>	<b>37,976,480</b>	<b>872,730</b>	<b>797,113</b>	<b>99,311</b>	<b>384</b>	<b>3,157,544</b>	<b>829</b>	<b>810,515</b>	<b>(845,163)</b>	<b>42,869,743</b>
<b>Change in net assets before other changes</b>										
	(1,316,532)	(372,730)	(490,255)	(25,370)	1,277,452	(498,875)	26,400	(120,223)	-	(1,520,133)
<b>Other changes</b>										
Net investment income (loss) of amounts designated for current operations	714,476	-	-	-	210,694	388,457	-	-	-	1,313,627
Pandemic relief	-	-	-	-	-	-	-	-	-	-
Pension related changes other than benefit costs	9,850,400	-	-	-	-	-	-	-	-	9,850,400
<b>Change in net assets</b>	<b>9,248,344</b>	<b>(372,730)</b>	<b>(490,255)</b>	<b>(25,370)</b>	<b>1,488,146</b>	<b>(110,418)</b>	<b>26,400</b>	<b>(120,223)</b>	<b>-</b>	<b>9,643,894</b>
<b>Net assets</b>										
Beginning of year	54,369,934	(5,029,360)	1,496,873	(97,381)	8,448,294	14,836,294	132	591,531	-	74,616,317
<b>End of year</b>	<b>\$ 63,618,278</b>	<b>\$(5,402,090)</b>	<b>\$ 1,006,618</b>	<b>\$(122,751)</b>	<b>\$ 9,936,440</b>	<b>\$ 14,725,876</b>	<b>\$26,532</b>	<b>\$ 471,308</b>	<b>\$ -</b>	<b>\$ 84,260,211</b>



**CONSOLIDATING SCHEDULES OF ACTIVITIES  
YEAR ENDED APRIL 30, 2023**

	General Fund	I.A.T.S.E. Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Revenue</b>										
Per capita taxes and assessments	\$ 33,836,748	\$ -	\$ -	\$ -	\$ 1,267,119	\$ 2,637,565	\$ -	\$ -	\$ -	\$ 37,741,432
Political action contributions	-	-	-	-	-	-	-	554,135	-	554,135
Processing fees	2,686,182	-	-	-	-	-	-	-	-	2,686,182
Supplies and other	81,897	-	-	-	-	-	-	-	-	81,897
Rent	310,434	500,000	293,845	71,910	-	-	-	-	(836,325)	339,864
Royalty income	195,112	-	-	-	-	-	-	-	-	195,112
Other	90,087	-	-	-	7,000	-	9,364	-	-	106,451
<b>Total revenue</b>	<b>37,200,460</b>	<b>500,000</b>	<b>293,845</b>	<b>71,910</b>	<b>1,274,119</b>	<b>2,637,565</b>	<b>9,364</b>	<b>554,135</b>	<b>(836,325)</b>	<b>41,705,073</b>
<b>Expenses</b>										
Program services	22,298,613	617,096	521,608	65,678	482	2,162,145	787	507,871	(593,791)	25,580,489
Management and general	8,346,598	252,053	213,052	37,328	-	-	-	-	(242,534)	8,606,497
<b>Total expenses</b>	<b>30,645,211</b>	<b>869,149</b>	<b>734,660</b>	<b>103,006</b>	<b>482</b>	<b>2,162,145</b>	<b>787</b>	<b>507,871</b>	<b>(836,325)</b>	<b>34,186,986</b>
Change in net assets before other changes	6,555,249	(369,149)	(440,815)	(31,096)	1,273,637	475,420	8,577	46,264	-	7,518,087
<b>Other changes</b>										
Net investment income (loss) of amounts designated for current operations	31,472	-	-	-	(52,438)	20,416	-	-	-	(550)
Pandemic relief	-	-	-	-	-	-	-	-	-	-
Pension related changes other than benefit costs	2,475	-	-	-	-	-	-	-	-	2,475
Change in net assets	6,589,196	(369,149)	(440,815)	(31,096)	1,221,199	495,836	8,577	46,264	-	7,520,012
<b>Net assets</b>										
Beginning of year	47,780,738	(4,660,211)	1,937,688	(66,285)	7,227,095	14,340,458	(8,445)	545,267	-	67,096,305
End of year	<u>\$ 54,369,934</u>	<u>\$(5,029,360)</u>	<u>\$ 1,496,873</u>	<u>\$(97,381)</u>	<u>\$ 8,448,294</u>	<u>\$ 14,836,294</u>	<u>\$ 132</u>	<u>\$ 591,531</u>	<u>\$ -</u>	<u>\$ 74,616,317</u>

**CONSOLIDATING SCHEDULES OF EXPENSES  
YEAR ENDED APRIL 30, 2024**

	General Fund	I.A.T.S.E. Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$ 15,012,436	\$ -	\$ -	\$ -	\$ -	\$ 256,691	\$ -	\$ -	\$ -	\$ 15,269,127
Payroll taxes	1,101,347	-	-	-	-	-	-	-	-	1,101,347
Employee benefits	7,503,800	-	-	-	-	92,095	-	-	-	7,595,895
Occupancy	916,711	243,328	-	-	-	-	-	-	(845,163)	314,876
Utilities	-	62,396	43,466	6,943	-	-	-	-	-	112,805
Real estate taxes	-	164,654	114,465	35,858	-	-	-	-	-	314,977
Maintenance and repairs	67,285	23,001	158,283	-	-	-	-	-	-	248,569
Telephone	40,297	-	-	-	-	-	-	-	-	40,297
Printing and postage	1,257,704	-	-	-	-	-	-	-	-	1,257,704
Office	1,023,249	593	5,074	13,468	384	292	829	12,004	-	1,055,893
Legal	137,449	-	-	-	-	2,253,283	-	-	-	2,390,732
Accounting	329,879	-	-	11,500	-	-	-	-	-	341,379
Consulting and outside services	144,525	-	23,345	-	-	-	-	-	-	167,870
Computer	496,183	-	-	-	-	935	-	-	-	497,118
Insurance	284,794	-	-	5,310	-	-	-	-	-	290,104
Meetings and conferences	2,790,477	-	-	-	-	-	-	-	-	2,790,477
Per capita taxes - affiliated organizations	1,259,049	-	-	-	-	-	-	-	-	1,259,049
Promotional and charitable	4,799,556	-	-	-	-	-	-	-	-	4,799,556
Political contributions	235,000	-	-	-	-	-	-	798,511	-	1,033,511
Education and training	4,932	-	-	-	-	554,248	-	-	-	559,180
Currency exchange	571,807	-	-	-	-	-	-	-	-	571,807
Depreciation	-	378,758	452,480	26,232	-	-	-	-	-	857,470
<b>Total expenses</b>	<b>\$ 37,976,480</b>	<b>\$ 872,730</b>	<b>\$ 797,113</b>	<b>\$ 99,311</b>	<b>\$ 384</b>	<b>\$ 3,157,544</b>	<b>\$ 829</b>	<b>\$ 810,515</b>	<b>\$(845,163)</b>	<b>\$ 42,869,743</b>



**CONSOLIDATING SCHEDULES OF EXPENSES  
YEAR ENDED APRIL 30, 2023**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$13,254,389	\$ -	\$ -	\$ -	\$ -	\$ 249,511	\$ -	\$ -	\$ -	\$13,503,900
Payroll taxes	928,356	-	-	-	-	-	-	-	-	928,356
Employee benefits	7,330,471	-	-	-	-	83,390	-	-	-	7,413,861
Occupancy	912,648	241,372	-	-	-	-	-	-	(836,325)	317,695
Utilities	-	66,305	37,999	6,988	-	-	-	-	-	111,292
Real estate taxes	-	155,202	110,040	33,372	-	-	-	-	-	298,614
Maintenance and repairs	67,399	26,769	111,356	-	-	-	-	-	-	205,524
Telephone	86,527	-	-	-	-	-	-	-	-	86,527
Printing and postage	1,271,553	-	-	-	-	-	-	-	-	1,271,553
Office	488,456	743	10,196	15,347	482	461	787	12,599	-	529,071
Legal	61,667	-	-	-	-	1,203,328	-	-	-	1,264,995
Accounting	253,330	-	-	10,500	-	-	-	-	-	263,830
Consulting and outside services	87,661	-	22,200	5,419	-	-	-	-	-	115,280
Computer	445,359	-	-	-	-	-	-	-	-	445,359
Insurance	236,723	-	-	5,149	-	-	-	-	-	241,872
Meetings and conferences	2,688,408	-	-	-	-	-	-	-	-	2,688,408
Per capita taxes - affiliated organizations	1,157,812	-	-	-	-	-	-	-	-1,157,812	-
Promotional and charitable	647,452	-	-	-	-	-	-	-	-	647,452
Political contributions	210,000	-	-	-	-	-	-	495,272	-	705,272
Education and training	12,985	-	-	-	-	625,455	-	-	-	638,440
Currency exchange	497,878	-	-	-	-	-	-	-	-	497,878
Depreciation	6,137	378,758	442,869	26,231	-	-	-	-	-	853,995
<b>Total expenses</b>	<b>\$30,645,211</b>	<b>\$869,149</b>	<b>\$734,660</b>	<b>\$103,006</b>	<b>\$482</b>	<b>\$2,162,145</b>	<b>\$787</b>	<b>\$507,871</b>	<b>\$(836,325)</b>	<b>\$34,186,986</b>





## 2024 DISTRICT DELEGATES STUDY HOW TO NAVIGATE DIFFICULT CONVERSATIONS WITH EMPATHY TO FIGHT POLARIZATION IN OUR LOCALS

During the 2024 District meetings, the Education Department and the Political/Legislative Department teamed up to present a lively and timely training teaching delegates how to overcome polarization among our members with empathy, curiosity, and an open mind. This article summarizes some of the main points of the training, which, in the USA also featured education from the Political/Legislative Department specific to the November election.

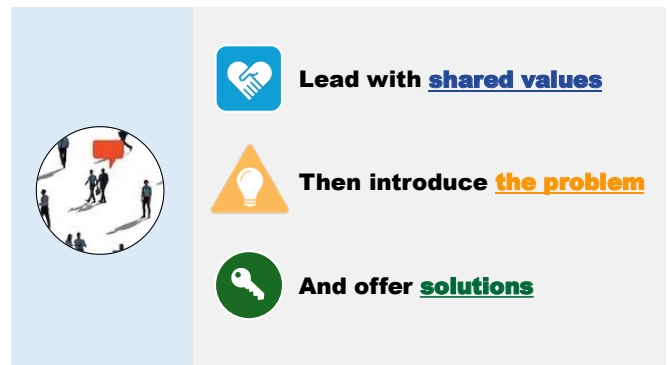
Polarization is defined as a division into two sharply contrasting groups or sets of opinions or beliefs. When complicated issues are oversimplified, people can feel forced into corners, leading them to make assumptions and conclusions that may or may not be true. Dialogue, cooperation and compromise begin to seem impossible. Polarization is a tool that is often used by anti-labor forces to divide us at a great cost to all.

Unions are one of the last places where people with different political opinions have a natural chance to gather together – which gives us an opportunity. Evidence collected by the AFL-CIO suggests that the Democrat vs. Republican hostility is frequently not tied to substantive beliefs or policies, but to emotions and feelings. For that matter, divisions in our local unions often boil down to personality clashes and old grudges.

Yet we're at a moment in history where in our local unions, in our countries, and in society generally, it can seem that people are more polarized than ever before. In our Locals, issues can quickly become obscured by loud voices opposing each other, causing a silent majority of members to become numb to the noise and tune out. They may decide not to participate in the union at all, or not to vote in federal and local elections, even if this means that they are enabling candidates and policies that go against their own best economic interests.

There are areas where most of us in the IATSE agree—that we should have good wages, health and retirement benefits that are truly protective, and that safety on the job is a must. If we begin with shared values, sometimes we can find common ground and have problem-solving conversations—not debates or arguments.

This is something we can control to make sure that members stay engaged with their Locals, and that all of us as voters stay engaged in the political process. Empathy—the ability to open up and imagine the feelings and viewpoints of another person, is a political superpower, but we sometimes dismiss it or minimize its value. Empathy helps to unblock lines of communication and



unfreeze feelings, so that real conversation (not an argument!) can follow. Folks know you are their ally, even though you may disagree with them on a specific issue.

Focus on having a conversation, not a debate or argument. One of the problems we have when dealing with those who we disagree with is that we tend to see it as a debate. But that usually only serves to increase resistance. A 2022 study conducted by Stanford University found that empathizing with your political opponents increases your chances of changing their mind.

So how do you step into this important role? You already have a good starting point when you are talking to someone with whom you work, because you share a broader common purpose. Many people may be uncertain about important issues, and hesitant to admit that what they believe could be disinformation. People don't like to feel tricked or be made to feel stupid. Shaming doesn't help unfreeze the tightly held views. Leading with shared values, and the things you have in common is the best approach.

Operate with integrity and empathy. Remember to be a trusted source of information. People will trust you because you work together, because they know you are a good listener, because you are respectful and caring, or maybe because they know that you have every member's best interest at heart.

With discussion and practice each of us can refine these skills to keep the channels of communication and empathy open and build our Locals and our connections as co-workers, union kin, and people who work in entertainment. We can even get together to use our power at the ballot box for electoral wins for worker-friendly candidates.





**CHICAGO OFFICER INSTITUTE 1.0**  
**JUNE 21, 2024**

Mary E. Abreau, 11  
 Hope Ardizzone, USA 829  
 Dawn M. Bankers, 251  
 John W. Barnett, 122  
 Michael J. Belsky, Jr., 85  
 Joel E. Berhow, 793  
 Aaron Birdsall, 488  
 Tyler T. Burdick, 99  
 Sarah Byrnes, B-173  
 Phil Champagne, 240  
 Natalie Contreras, 44  
 Francisco Corona, 33  
 Kyle Deckman, 31  
 Jerry D. Dennis, B7  
 Joseph Dockweiler, 2  
 Teresa L. Donato, 873  
 Justin Curtis Driggers, 720  
 Joseph D. Dufault, 127  
 Donald Dunbar, 829  
 Barry J. Elm, 56  
 David H. Empey, 336  
 Robert Lee Galbreath, 16  
 Isabelle Garceau, 56

Joseph T. Goodall, 85  
 Steve Grzejka, 470  
 Joseph E. Haack, 2  
 Helen Harwell, 800  
 Kendel Heifner, 421  
 James C. Helfrich, 421  
 James L. Heyward III, 333  
 Jacob Hobbs, 31  
 Nancy Hum-Balbosa, IATSE Int'l  
 Christopher S. Johnson, 220  
 Mark Kenny, 849  
 Olivia King, 849  
 Sandie Lee Kisting, 251  
 Bernard Larivière, 514  
 Dina S. Lipton, 800  
 Brandy Lynn McAllister, B-173  
 Nicholas McKenzie, 669  
 Thomas W. McNorton Jr, 125  
 Christopher Milam, 67  
 Abraham J. Montes, 33  
 Phillip T. Newman, 4  
 Emerson R. Parker, 354  
 Michael D. Reininger, 720

Alan E. Resneck, 69  
 Sebastian T. Rey, 478  
 Cindy Roberts, 859  
 Simon Rossiter, ADC659  
 Adam M. Scott, 220  
 Colin M. Skinner, 333  
 David L. Snider, 12  
 Ashley Stewart, 484  
 Derek J. St. Pierre, 489  
 Mamie Kay Stein, 489  
 Rory S. Stimpson, 21  
 Gary C. Surber, 490  
 Claire M. Tanner, 161  
 Stephanie N. Tompkins, 50  
 Benjamin Valdez, 240  
 Gregory A. Wicklund, 690  
 Thomas McGrath Woods, 52  
 Rebecca Belle Woody, 484  
 Shannon Worsham, 122  
 Beth A. Zupec, USA 829



# EDUCATION AND TRAINING

## ESSENTIALS OF UNION LEADERSHIP FOR 2024/2025!



School for Workers  
UNIVERSITY OF WISCONSIN-MADISON

### ONLINE COMPLEMENT TO THE OFFICER INSTITUTE

A series of four courses developed in partnership with and administered through the University of Wisconsin School for Workers. The series focuses on effective leadership principles and tools to help attendees build a high-capacity local union, effectively represent workers, communicate clearly, and set and achieve long-term goals.

Courses do not need to be taken in any particular order.

Leaders can choose one course or take all four.

Attend independently and at your own pace.

Coursework can be completed in approximately six to eight hours over the course of a week. Each module includes short readings, videos, recorded PowerPoints, quizzes, and discussion boards where reflective questions are discussed among the instructor and classmates.

Open to Officers, Officials, Trustees, and Board Members of Local Unions. There is a limit of three individuals per local union per course.

### SAVE THE DATES!

**Foundations of Union Leadership**  
October 8 – 15, 2024

**Leadership Theories & Styles**  
November 15 – 22, 2024

**Strategic Planning**  
December 5 – 13, 2024

**Building Capacity: Internal Organizing**  
January 7 – 15, 2025

Registration for these classes will open approximately three weeks before each course begins. For individual course descriptions and registration instructions visit [www.iatse.net/education](http://www.iatse.net/education), click on Education for Local Union Leaders. Information about these classes can be found under "Online Leadership Training".

### APPLICATION FOR OFFICER INSTITUTE 1.0 2025 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name \_\_\_\_\_

Applying To: **Atlanta, GA**

#### LOCAL UNION INFORMATION

Local Union \_\_\_\_\_

Mailing Address of Local Union \_\_\_\_\_

Financial or Executive Contact at Local Union (please print): \_\_\_\_\_

Contact's phone and email: \_\_\_\_\_

Local Contact Signature \_\_\_\_\_

#### CERTIFICATION

I certify that Local \_\_\_\_\_ meets one of the following requirements (please check one):

- My Local Union files the Form LM-3 or LM-4 with the U.S. Department of Labor and has gross annual receipts that are less than \$250,000.
- My Local from Canada has less than \$250,000 in gross annual receipts.

Applicant's Signature \_\_\_\_\_

#### FOR OFFICE USE ONLY:

Rec'd by \_\_\_\_\_ Approved Y N

Notified: \_\_\_\_\_

Notes: \_\_\_\_\_

**THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE 2025 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN ATLANTA, GA (FEBRUARY 24 - 28, 2025). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST-SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).**



# I. A.T.S.E. OFFICER INSTITUTE APPLICATION 2025

*Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course.*

**PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE THEIR DIPLOMA.**

**PLEASE PRINT LEGIBLY**

1. APPLICANT			
LAST NAME	FIRST NAME	MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE (Circle One)	
		Women's S M L XL	
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE/TABLE TENT:		Men's	
		M L XL 2XL 3XL 4XL 5XL	
STREET ADDRESS		HOME PHONE	
		_____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE:
			_____-_____-_____
EMAIL ADDRESS (please print)		CELL PHONE	
		_____-_____-_____	
2. IATSE OFFICER INSTITUTE (CHOOSE ONE)			
<input type="checkbox"/> ATLANTA, GA   FEBRUARY 24 – 28, 2025   FOR U.S. AND CANADIAN LOCALS			
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE		EMAIL	
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

***Return Completed Application via Email or Mail to:***

***I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001***

***Email: officerinstitute@iatse.net***

***Facebook: @iatse Twitter: @iatse***



# I.A.T.S.E. ADVANCED OFFICER INSTITUTE 2.0 FOR SECRETARY-TREASURERS

## October 15 - 17, 2024 | Philadelphia, PA

### FOR U.S. AND CANADIAN LOCALS

*PRE-REQUISITE SECRETARY-TREASURER 2.0: You must currently hold office in your local union as Secretary or Treasurer OR (regardless of office) be a graduate of a prior IATSE Officer Institute 1.0, held in Philadelphia, Chicago (2014 or 2024), Los Angeles, Calgary, New York City, Atlanta (2015 or 2018), Las Vegas, Toronto (2015, 2018, or 2024), Cambridge, Austin, Vancouver, Linthicum Heights, MD (2017 or 2024), Denver, Orlando, Nashville, San Francisco, Minneapolis, Phoenix, Astoria, NY, Cleveland, or San Diego.*

**APPLICATIONS MUST BE SUBMITTED TO THE I.A.T.S.E. EDUCATION DEPARTMENT AT LEAST 3 WEEKS PRIOR TO THE BEGINNING OF COURSE. PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO RECEIVE THEIR CERTIFICATE.**

APPLICATION			
PLEASE PRINT LEGIBLY			
<b>1. APPLICANT</b>			
LAST NAME	FIRST NAME	MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, IF DIFFERENT FROM ABOVE:			
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE/TABLE TENT:			
STREET ADDRESS			HOME PHONE
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE
EMAIL ADDRESS (PLEASE PRINT)			CELL PHONE
<b>2. LOCAL UNION INFORMATION</b>			
LOCAL NUMBER	LOCAL UNION CITY/STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
<b>3. APPLICANT SIGNATURE</b>			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
<b>4. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:</b>			
I certify that I.A.T.S.E LOCAL ____ endorses the enrollment of the above named applicant in the I.A.T.S.E Officer Institute 2.0.			
SIGNED			DATE
TITLE			
<b>FOR I.A.T.S.E. EDUCATION DEPARTMENT USE</b>			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

**Return Completed Application via Email or Mail to:**

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**

**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net) Facebook: @iatse Twitter: @iatse**



# IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

## YOU REALLY AUTUMN KNOW LINKEDIN LEARNING SUBSCRIPTIONS ARE FREE!

With a LinkedIn Learning subscription, you have unlimited access to high-quality content available through courses, videos, audio, and learning paths. Thousands of online courses are available to help you develop the most relevant and in-demand craft skills. With LinkedIn Learning, you can take courses whenever and wherever you want from your desktop or mobile device.

### Learning Paths and Collections from the IATSE and IATSE TTF

#### **IATSE Audiovisual Readiness Training (AVRT):**

Developed by the IATSE Tradeshow Department as a complementary resource for the AVRT program.

**TTF AV Video Series:** This eight-part AV video series is for those interested in advancing their audio-visual skills.

**TTF Computer Essentials:** Developed by the IATSE Education and Training Department in collaboration with the IATSE Training Trust Fund as a resource to enhance basic computer literacy.

**TTF Distance Learning Platforms and Resources:** Courses to help local instructors teach using distance learning platforms.

**IATSE Diversity, Inclusion and Belonging:** Developed by the IATSE Education and Training Department in collaboration with the IATSE Training Trust Fund to enable IATSE workers to learn about the challenges and opportunities inherent in working in diverse organizations.

**IATSE Financial Wellness:** Developed by the IATSE Education and Training Department to expand financial literacy and promote financial wellbeing among IATSE workers at all stages of their career.

**IATSE Knot Refresher:** Developed specifically for the IATSE workforce by Paul McKenna of IATSE Local 212. This 14-minute video reviews four widely used knots in the entertainment industry: The Bowline, The Clove Hitch, The Trucker's Hitch, and The Figure 8.

**TTF Self-Care:** Courses focused on mindfulness and wellness.

**IATSE Treasurers & Ticket Sellers:** Courses to develop and improve craft skills and professional development skills that may apply to your work.

**TTF Zoom and Teams:** Videos, courses, and handouts on using Zoom in the role of operator/facilitator, and the use of Zoom, Teams, and other platforms.

### Most Popular Courses

1. Premiere Pro Essential Training
2. Learning Vectorworks
3. Media Composer Essential Training
4. DaVinci Resolve Fundamentals
5. Blender 4.0 Essential Training
6. Illustrator Essential Training
7. Python Essential Training
8. Photoshop Essential Training
9. QuickBooks Online Essential Training
10. After Effects CC Essential Training

Apply here: [www.iatsetrainingtrust.org/lil](http://www.iatsetrainingtrust.org/lil)

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 [info@iatsettf.org](mailto:info@iatsettf.org)

 [www.iatsettf.org](http://www.iatsettf.org)



# 54th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Orion Fears, Zavery Zufelt, Rebecca Forler, Max Moquin, Madeline Wright, Lilly Leonhardt, Chrislyn Lowell, George Kotsis, Lucie Angeline Robichaud and Paloma “Milo” Haensel-Lopez.

Orion Fears is a freshman at Xavier University of Louisiana. As Orion ventures through these next four years of education, he plans to major in Biology with a Minor in Chemistry and Spanish Language on a Pre-Medical track. With this education, Orion hopes to become a bilingual surgeon. As of now, he is thinking of specializing in Obstetrics/Gynecology or Plastic Surgery. Orion’s hope is that, with his knowledge of Spanish as one of his specialties, he can travel to Spanish-speaking third-world countries, offering domestic abuse relief, reconstruction, and various types of medical assistance.

When away from school, Orion loves to take time to enjoy what is around him. As hobbies, he loves to take pictures with his Nikon D5200 camera, go out to an array of places with his closest friends, swim and stay active, and shop for unique pieces to build his wardrobe. “Constantly, I find myself trying new things and make it a priority to stay curious,” says Orion.

Zavery Zufelt is a graduating senior at Glendale High School in Glendale, California. He has immersed himself not only in his Film and Cinematography course work where he was co-producer and cinematographer of this year’s capstone short film project, but also challenging himself in taking rigorous honors and Advanced Placement classes. In fall 2024, he will be attending DePaul University in Chicago, Illinois for Film and Television Production with a concentration in Cinematography. Zavery is the son of Los Angeles Local 44 member Michael “ZU” Zufelt.

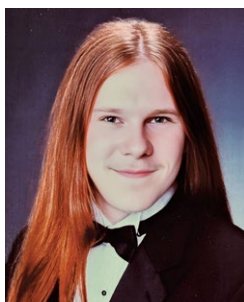
Meet Rebecca Forler. In June of 2024, Rebecca will graduate from Westdale Secondary School as a French Immersion student in the Arts and Culture SHSM. For the 2024/2025 academic year, she’ll be leaving the small town of Dundas and returning to her Torontonion roots to pursue a Bachelor of Arts in Social Sciences as a member of Victoria College at University of Toronto. Rebecca hopes to spend her

first year exploring her interests in psychology, linguistics, international relations, politics and more. Wherever her studies take her, she hopes to make a positive difference in people’s lives like her parents always do. “Gladly, I am an amalgamation of my considerate Canadian father and resilient Brazilian mother. I hope to make them (and my younger brother) proud as I explore this new chapter of my life,” says Rebecca.

Max Moquin is graduating from Seabury Hall in Maui, Hawaii as a straight A student with a 4.37 GPA. He will be attending California Polytechnic State University, San Luis Obispo in the fall, and will be majoring in Architecture with the goal of returning to Maui and working on sustainable and affordable housing projects. An accomplished watersports athlete, he is the captain of his high school canoe paddling team, a competing member of the surf team, and a sponsored hydrofoiler with international brand GoFoil. He has been an active student council member,



Orion Fears



Zavery Zufelt



Rebecca Forler



Max Moquin



Madeline Wright



the founder of a Surfrider Foundation chapter at his school, and has volunteered with restoration efforts on the island of Kahōōlawe.

Madeline Wright is from Brooklyn, New York, and her dad is a member of Local 52. Madeline is incredibly passionate about animals, and she volunteers at a Brooklyn-based animal rescue weekly. Starting in the Fall, Madeline will attend Smith College in North Hampton, Massachusetts. She hopes to study sociology and she is looking to go into law after college. Madeline says, "I am very grateful for this scholarship, and everything IATSE has provided our family with over the course of my life."

Lilly Leonhardt is a high school graduate from the Los Angeles area planning to attend UCLA in the fall with a major in political science and a minor in history. At her school she was heavily involved with activities such as Speech and Debate (captain) and the student council (student body vice president). She has also explored her areas of interest by being involved with political campaigns, such as Karen Bass for Mayor (lead of youth outreach committee) and Sade Elhawary for Assembly, while supplementing that with knowledge from Pierce College political theory classes and Harvard's Summer Program. She also has a passion for helping her community, as seen with her founding of the Phoenix Project (connecting teens to volunteer opportunities) and the nationwide organization Generosity

Feeds. She is beyond grateful to have been honored by Walsh/Di Tolla/Spivak Foundation, and hopes to make them proud at UCLA.

Chrislyn Lowell was born and raised in Islamorada, an island in the Florida Keys. She is the daughter of a proud union family with deep roots in the IATSE. Her father David Lowell, her grandfather Greg Kasper, and her great grandfather Gregory "Dutch" Kasper have all been proud members of the IATSE. She would like to thank her grandfather for letting her know about this scholarship. Chrislyn graduated Magna Cum Laude on May 22, 2024 from Coral Shores Senior High School. Chrislyn swam with the Coral Shores Hurricanes all four years of high school. As member of the drama club, she played the role of Little Red in "Into the Woods" as a junior and was cast in the lead role of Donna in "Mamma Mia" her senior year. Chrislyn was inducted into National Honor Society (NHS) in 10th grade and served as the NHS Vice President senior year. She has been accepted into the Honors Program at Santa Fe College in Gainesville, Florida. She is beginning her coursework in August. Once she has completed her Associate of Arts, Chrislyn intends to transfer to the University of Florida Honors College and will work toward a Bachelor of Arts in Criminology. Entering graduate school to study Forensic Psychology is Chrislyn's ultimate educational goal.

George is a proud Brooklyn native, a recent graduate of Xaverian High School

and an incoming student at Macaulay Honors College at Baruch. Throughout high school, George demonstrated a commitment to academic excellence and extracurricular involvement. With a passion for leadership and community service, George served as the founder and president of the Greek Club, where he organized events, and fundraisers, and represented the club at freshman orientation. As a section leader in both the Select Orchestra and Concert Orchestra, George showcased his musical talents and dedication to the arts. As an Eagle Scout, George also completed a significant service project, demonstrating his leadership and commitment to making a difference in his community. Outside of school, George was actively involved in his church community, serving as a member of the Greek Orthodox Youth Association and participating in the Greek Orthodox Basketball League.

Lucie Angeline Robichaud would like to thank her family, friends and teachers for supporting her through high school. After her gap year, Lucie is looking forward to attending the University of Victoria to study Humanities and Art.

Milo plans to study psychology at the American University of Paris (AUP) and hopes to be a teacher someday. Milo wants to inspire students the way their teachers have inspired them and teach students how to be passionate about learning again.



Lilly Leonhardt



Chrislyn Lowell



George Kotsis



Lucie Angeline Robichaud



Paloma "Milo"  
Haensel-Lopez



# 55th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation are pleased to offer ten scholarship awards each year. Each scholarship recipient will receive a \$10,000 grant which is paid out over a four year period. Each year of the four year period \$2500 will be paid directly to the recipient's educational institution. Counting the 2024 awards, the Foundation will have had 130 scholarship recipients to date.

## ELIGIBILITY

The rules of eligibility for the 55th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

- a) Be the son/daughter of a member in good standing of the IATSE;
  - b) Be a high school senior at the time of application; and
  - c) Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree. The scholarship is not open to students that have already started college or university.
3. A complete copy of the applicant's high school transcript is also to be submitted to the Foundation Office. The transcript must have the school's seal or stamp for authenticity and can be sent in directly by the school or the student (together with the application).
  4. The record of the score achieved by the applicant on the Scholastic Aptitude Test (SAT) or the American College Testing (ACT). Please note the Foundation does not have a code for the scores to be submitted electronically therefore a printed copy of the scores attached to the application will be accepted by the Foundation.
  5. Letter(s) of recommendation from a teacher or clergyman.

## HOW TO APPLY

1. An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE's website ([www.iatse.net/member-benefits/scholarship-foundation](http://www.iatse.net/member-benefits/scholarship-foundation)) and download the application.
2. The application is then to be completed and returned to the Foundation Office.

## DEADLINE

The deadline for filing all of the above required materials with the Foundation Office is December 31, 2024. **No extensions granted.** The winners of the scholarship awards will be notified by the Foundation Office in May 2025, and will be announced in a future issue of *The Official Bulletin*.

## RICHARD F. WALSH/ALFRED W. DI TOLLA/HAROLD P. SPIVAK FOUNDATION REQUEST FOR APPLICATION

Please send me an application for the 55th Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

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

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

City: \_\_\_\_\_

State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_

Parent(s) Name/Local Union No.: \_\_\_\_\_

**Mail to: IATSE, 207 West 25th Street, 4th floor, New York, NY 10001 • Telephone: 212-730-1770**



## WHAT IS ESTA? – HOW YOU AND YOUR LOCAL CAN GET INVOLVED

The Entertainment Services and Technology Association (ESTA) is a trade association representing the entertainment technology industry. Since its inception, the IATSE has been committed to supporting our shared mission to promote the future of safety and professionalism within all aspects of our Industry. ESTA's contributions include ETCP Certifications, the Technical Standards Program, the Production Equipment Rental Group, the ESTA Job Board, Protocol Magazine, and Rental Guard.

Last December, International Representative Ben Hague was elected Vice President of ESTA. Thank you to all the individual members and Local members that supported his election. Representative Hague and the IATSE encourages all Locals to become members of ESTA and participate in ESTA's initiatives. ESTA's programs support our industry, and they need our support to continue to grow and thrive.

ESTA's membership includes several Locals and industry organizations such as BMI Supply, ENCORE Global, and ETC.

### HOW YOU CAN PARTICIPATE:

**-Your Local can join ESTA.** The annual organizational membership cost is \$320. This gives your Local a vote in the leadership of ESTA and a digital subscription to Protocol Magazine.

**-You can join ESTA.** The annual individual membership cost is \$280. This gives you, as an individual, a vote in the leadership of ESTA and a digital subscription to Protocol Magazine.

**-Get Certified.** ETCP Certifications now include Entertainment Electrician,

Portable Power Distribution Technician, Arena Rigger, and Theatre Rigger. The Training Trust Fund reimburses members and referents working under IATSE agreements for the \$550 examination fee. More information on how to become certified can be found here: <https://etcp.esta.org/certify/certify.html>

**-Get Recertified.** In response to the unprecedented impact the pandemic has had on our industry the ETCP Council has extended the certification renewal grace period to technicians whose certifications expired in 2020-2022. If your certification expired during 2020-2022, you have until the following dates to submit a renewal application without having to also submit an appeal for approval to renew.

- Certifications that expired in 2020 ended May 31, 2024.
- Certifications that expired in 2021 have until September 30, 2024, to submit for renewal.
- Certifications that expired in 2022 have until January 31, 2025, to submit for renewal.

The Training Trust Fund (TTF) will reimburse members and workers working

under IATSE agreements for the \$250 recertification fee. More information can be found here: <https://estamembernews.blogspot.com/2024/07/etcp-news-updates.html>

**-Invite Certificate Holders** to join your Local. The IATSE encourages local unions to seek out ETCP Certificate Holders and invite them into membership. A list of certified technicians can be found here: <https://etcp.esta.org/findtechnicians/search.php>

**-Participate in the Technical Standards Program (TSP).** The Technical Standards Program is the only ANSI-accredited standards program dedicated to the needs of the entertainment technology industry. The working groups include Control Protocols, Electrical Power, Event Safety, Floors, Fog & Smoke, Follow Spot Positions, Photometrics, Rigging, Stage Machinery, and Weapons Safety. Professionals can participate in the TSP working groups for one hundred dollars per year which is reimbursable by the TTF for members and referrals working under IATSE agreements.





## ORGANIZING THE ROAD AND THE ONE-ON-ONE CONVERSATION

In continuing the successful trend of organizing, the Stagecraft Department has recently organized two unrepresented road tours, Hairspray and Shrek, and also Ringling Brothers. These productions had crews that were a mix of new to the industry workers and veteran IATSE members, but they all had the same issues. Life on the road is challenging in this current industry. Long hours, short turn arounds, varied pay and benefits are all consistent issues on the road and the IATSE is pleased to be part of the solution for these workers.

Like previous successful Off-Broadway and local organizing drives these workers have benefited from the solidarity and collective action that a union contract has brought them. Throughout these drives many local unions have reached out and asked what they can do to assist when these unrepresented productions come through their local venues. The most valuable assistance a local union member can give is the same conversation you would use in your local organizing campaigns, the one-on-one conversation.

Begin by introducing yourself as a proud union member and welcome the crew to your Local. Being friendly and welcoming to these crews is the first step toward showing them the benefits of the union and the solidarity of the Alliance. Ask friendly open-ended questions like, how they got their job on the tour? Where they went to school or received their training? Do they like their job and being on the road? If you have

toured this is an excellent opportunity to build a relationship by finding common ground in issues you have both experienced.

Next up! AEIOU

**A Agitate!** Get their story and agitate the issues in a positive way. Ask, if you could change one thing what would it be? How would that change your day-to-day life on the tour? How long has this problem been going on? What do they think would be different if their problem was addressed? Who holds the solution to their problem? Practice active listening rather than talking at them. Organizing isn't a sales pitch but an encouragement to take action into their own hands to improve their work situation

**E Educate** by offering solutions the union can provide. The IATSE National Benefits Fund for insurance and retirement. Job security. Access to education and training. Be sure not to make promises, but use your own experiences under a collective bargaining agreement as examples of how collective action can benefit them.

**I Inoculate!** Organizing drives can be won and lost in this phase of the process. Inoculating is about preparing the workers for whatever the boss may throw at them and making sure they feel supported for a successful outcome. No one suffers alone! Organizing is all about collective action and working together.

**O Organizing** is about actively involving your Local in the effort. If you know a production coming into your venue is unrepresented you can

take subtle actions such as wearing the same t-shirt, stickers or buttons to show solidarity. Some Locals have given out swag to road crews or taken them to lunch. Even small actions such as a group picture can show union solidarity. Maintain a low-pressure culture but show them that there are ways they can change their situation together.

If the timing is right encourage them to commit to a specific action to change their situation such as signing an authorization card. The road campaigns have traditionally used an electronic authorization card but in local unions you may use a physical paper card. If someone is fearful acknowledge that those fears have real actions behind them but that things won't change unless they act upon them and that they have the solidarity of the union behind them.

A large part of organizing are the follow-up conversations, and this is where local union members can be the most helpful for a campaign on the road or in your local union.

**U Unionize** is the successful outcome of a campaign and welcoming our sisters, brothers and kin into the Alliance. For the road many of these workers will become members of the ACT Department but local unions may accept these new members under provisions of the International Constitution.

Many local unions ask how they can be the most impactful when the production is only in their jurisdiction for one night. The Stagecraft Department welcomes a call or email to in-



quire where we may be in the organizing process and what you can do to assist.

It's important to remember that the one-on-one conversation is a skill,

and it's gets easier with practice. As part of your Local training try practicing the one-on-one conversation with each other. As your own Local does more organizing having the one-on-

one conversation will begin to come naturally and together, we can make sure all workers both on the road and in your jurisdiction have the benefit of representation.

## LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
7	THE MARQUIS	STAGEHANDS
7	THE SUMMIT	STAGEHANDS
8	THE QUEEN WILMINGTON	STAGEHANDS
11	ARROW STREET ARTS	STAGEHANDS
13	GUTHRIE THEATER	BOX OFFICE, TICKET TAKERS, RETAIL SHOP ASSOCIATES, FACILITY WORKERS, STAGE DOOR ATTENDANTS
28	PORTLAND CENTER STAGE	STAGEHANDS, WARDROBE, AND SHOP EMPLOYEES
63	PLUG-IN INC	FRONT OF HOUSE EMPLOYEES
63	ARBEITER RING PUBLISHING	FRONT OF HOUSE EMPLOYEES
63	WINNIPEG FILM GROUP	FRONT OF HOUSE EMPLOYEES
154	OREGON SHAKESPEARE FESTIVAL	BOX OFFICE ASSOCIATES AND SUPERVISORS
306	NATIONAL SAWDUST	USHERS
421	CARSON CENTER	STAGEHANDS
B-778	GRIFFIN ART STUDIO PROJECT	FRONT OF HOUSE EMPLOYEES
IATSE	RINGLING BROTHERS AND BARNUM AND BAILEY CIRCUS (FELD ENTERTAINMENT)	STAGEHANDS
IATSE	THE PUBLIC THEATER	PRODUCTION EMPLOYEES: STAGEHANDS, WARDROBE, PAINTERS, HAIR AND MAKEUP



# IATSE WOMEN'S CONNECTION

## MID-SUMMER GENERAL EXECUTIVE BOARD IATSE WOMEN'S COMMITTEE CHARITY

Moon Time Connections is a Canadian national Indigenous-led period equity group supporting Indigenous menstruators across Turtle Island by ensuring they have access to menstrual products, and by providing vital menstrual education.

Founded in Saskatchewan in 2017 as Moon Time Sisters, Moon Time Connections has partnered with over 120 northern Indigenous Communities in all provinces and territories from British Columbia to Labrador and has shipped over four million period products to high schools, elementary schools, midwifery organizations, health care centres, Friendship Centres, shelters, food banks and community programs in remote areas from coast to coast to coast.

Moontime reports that seventy-four percent of indigenous women do not have access to period products. A problem exacerbated by remote location and in some cases a lack of potable water

In 2024, Moon Time Connection received new requests from ninety communities — more than double what the organization did in the previous two years.

Lack of access to period products causes women and girls to miss school, work and social activities, and it disproportionately affects women of colour and indigenous women. Menstrual Equity is about jobs, about education, about a future in which everyone will be able to fully participate in life.

To date the Women's Committee has raised \$8,691

SCAN WITH  
YOUR DEVICE

Please consider donating  
Please indicate IATSE in the Notes



## SISTER SPOTLIGHT!

An eleven-year member of the IA, Simonette Berry is the first female Business Agent for Local 478 representing film and television workers throughout Louisiana, Southern Mississippi, and Mobile, AL.

The union has made Simonette see how incredibly powerful we can be when collective voices speak as one. While voting in local and national elections can sometimes feel like a drop in the bucket, voting in a union meeting feels impactful. You can get involved and create changes that affect the lives of those around you.

Simonette co-founded the Local 478 Disaster Response team with her husband, Dave Whatley. Whether it's tarping roofs, gutting houses, or dodging floodwaters to transport pets to shelters, it's helped countless IA members and community organizations recover from floods, tornadoes, and hurricanes.

In 2019, she co-authored the first Parental Leave Plan in IATSE. The plan has provided substantial financial support to Local 478 members and their new babies, helping them manage the costs of new parenthood while they're unable

to work. Her favorite thing is the growing wall of all the baby pictures from members. "This should be a more family friendly industry, and we're actively changing that culture."

Her best advice for fellow sisters "play the long game and have patience. Be open to learning from others; there's immense value in embracing different perspectives—diversity of thought can be a superpower and some sort of self-defense training for other women. Training isn't just about fighting; it's fun, it's humbling, and it boosts confidence."

"I am honored to follow in the footsteps of so many heroic IA women who have come before me. You all are true rockstars, and I want you to know how much we look up to you and appreciate the path you've paved for us. Thank you."





## CONNECTING SUSTAINABILITY & LABOR *Jennifer Bacon, Local 15 Seattle*

As entertainment workers who often work outdoors, many of us have experienced the impacts of our changing climate. Hotter summer days, expanding wildfire smoke, and stronger storms all affect the quality of our working conditions. Our industry has historically been resource intensive, which adds to these impacts.

But we can also be part of the solution. We have benefited from energy efficiency from improvements in technology. We can also work creatively to reduce the amount of resources we use. Creative re-use and re-construction of sets and costumes; designs that need fewer materials; sourcing more equipment and resources locally. These are all ways we can work together to reduce physical resources used by our industry. And when we use fewer physical resources, we can leverage our productivity to push our employers to invest in our labor.

The product of our labor can also be a part of the solution to climate change. Rather than searching for happiness in material goods, research shows that experiences provide longer lasting delight. While it's easy to get used to that new car and no longer appreciate it, an experience can be relived and appreciated in our minds much longer. And the stories our work tells people can also change the way they see the world.

As a union we can come together to share our ideas, best practices, and resources. It can be hard to see how things can be done differently, but sharing our knowledge and ideas can often inspire new ways of doing our work in the world. IATSE has always been a union that has embraced change as new technology has emerged. It is time to embrace the changes needed to be a part of solving the climate crisis.

### ADOPT-A-TREE FOR MEMBERS!

A tree planted is a living tribute that benefits present and future generations by cleaning the air, providing habitats for wildlife and contributing crucial shade that cools the planet. The shade provided by tree coverage can cool our communities by up to ten percent and prevent heat related illness. As a cost-effective solution to reversing the effects of climate change, trees planted in honor of a member instead of sending flowers for life events such as a member passing, a marriage or the arrival of a child are a lasting way to mark these significant events.

Resources for adopt-a-tree organization can be found in your local communities or across the U.S. and Canada at organizations such as, A Living Tribute, the Arbor Day Foundation and A Tree to Remember.





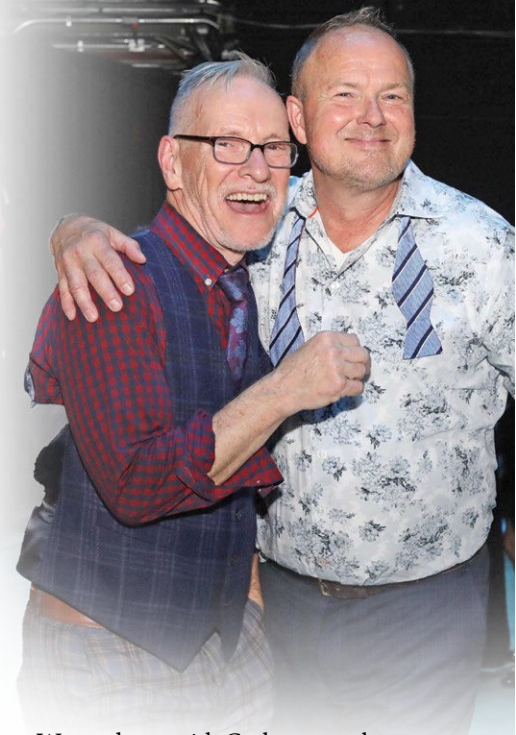
## PRIDE COMMITTEE

# Carl Mulert: 2024 Pride

**R**aised in Washington D.C., Carl Mulert earned his Bachelor of Fine Arts in Theatrical Production from Boston University. Upon his graduation in 1982, he went back to his hometown to work in production management at Arena Stage under Founding Artistic Director Zelda Fichandler. From there, he moved to New York City to work as a Production Manager at Playwrights Horizons, where he continued to get first-hand experience working alongside the community of artists that sustain the worlds we enter each time we visit the theater.

He spent some time as Managing Director of the Virginia Stage Company in Norfolk before becoming an agent and partner at The Joyce Ketay Agency, where he represented Designers, Directors, and Playwrights. After that, he worked as an agent at Gersh until making a big career change and joining the IATSE as Local USA 829's Business Representative for Live Performance in 2010. Carl served in that position for ten years before taking on his current role as the Local's National Business Agent in 2020. Working tirelessly to improve the working conditions and lives of

IA members and bolstering a strong union, Carl's work continues to ripple across the entertainment industry. This past year, Carl was elected as the 13th International Vice President of IATSE — the first time an openly queer person has taken on that role — building on his already active IA tenure in which he also serves as a member of the IATSE Pride Committee and the Area Standards Agreement Negotiation Committee. He was also recently appointed to the AFL-CIO Committee on Civil, Human, and Women's Rights by International President Matthew Loeb.



We sat down with Carl to get to know him more, learn about the work that he's done for IATSE members, and his reflections upon being a queer leader in the labor movement.

What does being the first openly queer Vice President of the IATSE mean to you?

It's quite the honor, and this showcases a progressive moment for and commitment to our union and the Labor Movement. President Loeb's ongoing commitment to ensure that the Executive Board accurately reflects the membership and rich diversity of the broader IA community is a goal and an action that I admire greatly. Ensuring that the membership, holistically, is reflected in their leadership is something we strive to do in my own Local. It is important that I can help advocate for certain issues that are specific to members of the LGBT+ community, and sitting in this role, I can help achieve this collaborative goal.

How has your own personal history of activism influenced your perception of this role and how you've stepped into it?





Being a young queer man during the AIDS crisis changed my life. Watching my friends my community die informed how I think of myself as a queer leader. As a queer community, we have been marginalized and discarded for generations. The AIDS epidemic was a significant example of this purposeful “otherness.” No one cared until we activated people to care. I joined ACT UP in 1987, and I was arrested twice as a demonstrator. I also worked as a Buddy for Gay Men’s Health Crisis (GMHC), where I offered counseling to those living with HIV.

Being undetectable HIV positive has also provided me with a lens on people with invisible disabilities, which has manifested itself both in how I work as a leader within a queer movement

and as a labor leader within the IA. I would equate it to women who don’t want to admit that they’re pregnant when they’re offered work on a show or members who may suffer silently from an illness like Multiple Sclerosis out of fear of repercussions. Why should a woman have hide that she’s pregnant? Why should a gay man not be forthright about being HIV positive, whether it’s someone who is undetectable or not? We have work to do to break such stigmas and ensure that all are welcome and protected in our workplaces.

What future do you hope to see for LGBT+ people in the Alliance?

I hope we’re approaching a time where all workers can represent themselves authentically on the job, and people of all marginalized identities can hold and

exercise equal rights as a given. At the table, I’ve had the pleasure of negotiating for provisions, such as gender-neutral bathrooms and the expansion of non-discrimination language within our contracts. The Off-Broadway League, for example, has embraced some of the most comprehensive anti-discrimination language that we have. We cannot rely on municipalities to pass laws that are inclusive and keep protected classes safe. Nor can we rely on those protections withstanding an assault from the conservative right. As a result, our contracts become even more crucial in regions of the United States where members of the LGBT+ community are not given rights and protections by their own governments.

## DRAG OUT THE VOTE

The next U.S. presidential election is happening on Tuesday, November 5th. By now, you’ve been inundated with messages about registering and voting, but we think it can’t be stated enough. Although every election matters, this one is particularly important. We’ve seen a steady increase in, not only anti-LGBTQ+ rhetoric, but anti-LGBTQ+ legislation.

In their election 2024 memo series, the ACLU has stated that, “Trump has promised that, if re-elected, his administration will rescind federal policies that prohibit discrimination on the basis of sexual orientation and gender identity, and will assert that federal civil rights laws don’t cover anti-LGBTQ discrimination. In addition to rolling back existing protections, a second Trump administration will proactively mandate discrimination by the federal government wherever it can.”

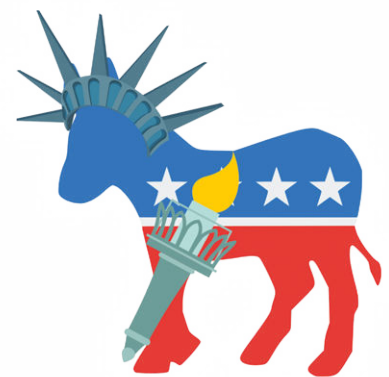
Similarly, his vice-presidential running mate, J.D. Vance, has been spouting anti-LGBTQ+ views. Despite having questioned his own sexuality and having transgender loved ones in his life, he has pivoted to the usual far-right talking points. He defended the “groomer” smear campaign against Democrats for showing support for LGBTQ+ people, strongly disagreed that LGBTQ+ people should be protected from discrimination and called the Equality Act “an assault”.

By contrast, the Biden-Harris administration have been working to restore protections and have been busy passing pro-LGBTQ+ legislation. In order to ensure that this can continue, it’s imperative that not only is Kamala Harris elected President, but that we vote blue all the way down ticket. We need as many Democrats in the House and Senate as possible if we want to maintain our protections.

Our allies are always asking about ways they can help, and this is an easy, yet extremely important way. Vote blue and bring as many family and friends to the polls with you. Or, since we ARE the Pride Committee, we’ll put it this way:

Two parties stand before us.

In November, DRAG your family and friends to the polls so that you can tell the Republicans to “sashay away” and tell the Democrats “shantay you stay”.





# DIVERSITY, EQUITY AND INCLUSION

## ELECTION REMINDERS

This November, US voters will face the most important election in modern history. While this phrase has become cliché, the 2024 Presidential race with its numerous historical moments thus far, is well on its way to this ringing true. As we come closer to Election Day, it behooves us to review some election reminders so we (and our family, friends and kin) can be as up-to-date as possible on how to participate.

The **IATSE Voter Toolkit** is located on the IA website under the Political/Legislative Department “Resources” section and includes links to voter rules, laws, deadlines, election protection and more.

**Register to vote before the deadline!** Know what is needed and the deadline to register to vote in your state. Check your voter registration at [vote.org](http://vote.org) or [vote.gov](http://vote.gov).

**Vote Early or Absentee (and avoid the crowds on Election Day)!** Some states offer early in-person and absentee (by mail) voting up to forty-six days before the election. Early voting polls are open in some states up until Election Day. Know the rules in your state to vote early or absentee and check [vote.org](http://vote.org) for info, dates, deadlines, etc. or to request your absentee ballot.

**Election Day is Tuesday, November 5, 2024!** Do not make the mistaken assumption that everyone knows or remembers this date. If you can't vote early, then don't forget to visit the polls on November 5.

**Know your rights (and the rules) to vote!** States have different voter ID laws including varying requirements to confirm identity at the polls. Familiarize yourself with your state's rules before heading to the polls.

Visit [voteriders.org](http://voteriders.org) to get accurate and nonpartisan info about each state's voter requirements or [866ourvote.org](http://866ourvote.org) to find comprehensive information and assistance for all stages of voting, including help for overcoming any obstacles to participating.

If the polls close while you are in line, stay in line, you still have the right to vote. If you make a mistake on your ballot, ask for a new one. If the machines are down at your polling place, ask for a paper ballot. If you are a voter with a disability or language barrier and want to know what accommodation protections are in place or what constitutes voter intimidation and how to report it, you can review a comprehensive guide to voting rights on the American Civil Liberties Union (ACLU) website at [aclu.org/know-your-rights/voting-rights](http://aclu.org/know-your-rights/voting-rights) or call the Election Protection Hotline on or before the election.

*“Every election is determined by the people who show up.”*

-Larry J. Sabato, American political scientist and analyst

### ELECTION PROTECTION HOTLINE #

(if you run into any problems or have questions):

English: **866-OUR-VOTE** or text **'MYVOTE'** to **(866) 687-8683**,

Spanish: **888-VE-Y-VOTA**,

Arabic: **844-YALLA-US**,

Asian Languages (Mandarin, Cantonese, Korean, Vietnamese, Tagalog, Urdu, Hindi, Bengali):

**888-API-VOTE**



# CREW SHOTS



Pictured here is the Local 2 show crew of the 2024 Democratic National Convention that was held in Chicago with (Center Left to Right) International Vice President Craig Carlson, International President Matthew D. Loeb and Political/Legislative Director Tyler McIntosh.



Pictured is the full Local show crew from Locals One, 2, 22, 33, 46, 59, 84, 110, 476, 720, 600, 695, 700, 728, 762, 769, 800, ACT and USA 829. Round of applause to the entire crew who helped make the 2024 Democratic National Convention a huge success.



# Local 321 Member Receives 50-Year Scroll

**C**ongratulations to Paul Paleveda who received his 50-year scroll on January 2nd at Local 321's union meeting hall. Brother Paleveda started as a projectionist and became a stagehand, Local 321 Trustee, Vice President, and then Business Agent, a position in which he proudly served for twenty-three years.

**Left to Right: (back, left) Vice President Tim Paleveda, (front, left) Local 321 Secretary Tiffany Gans, Local 321 President Howard Stein, (center) Paul Paleveda, (right) Business Agent Nelson Alicea and (far, right) Local 321 Treasurer Juan Gonzalez.**



## YOUNG WORKERS COMMITTEE HOLDS THE 2024 CONFERENCE IN CALGARY!



For the summer of 2024, the Young Workers Committee Conference (YWCC) convened in Calgary, Alberta from July 18-20th and welcomed 104 young workers from sixty-three different Locals. This marked the first time the YWCC was held in Canada, as well as the first time a YWCC was held “piggybacked” onto an existing General Executive Board Meeting. Over the three-day conference, attendees enjoyed sessions centered on the history of IATSE, Political and Legislative Fights in 2024 and Beyond, Organizing and more. Bonds were made; friends were met; information was learned; and a little fun was had. Congratulations to the Young Workers Committee on a successful conference!



## GRAND OPENING OF LOCAL 212 CALGARY'S NEW TRAINING CENTRE AND OFFICE COMPLEX!

On Saturday, July 20th, Local 212 cut the ribbon on a new state-of-the-art training center in Calgary, Alberta, with U.S. and Canadian members and representatives coming together for the grand opening and dedication ceremony. The ribbon was cut at the new Local 212 Training Centre by Local 212 Operations Manager Dee Picciano, Local 212 President and International Vice-President Damian Petti, and International President Matthew D. Loeb. Behind the scenes entertainment workers deserve strong training opportunities, regardless of which country they are in. Our union's continued commitment to training makes our workplaces safer. The Building was dedicated to "the advancement and well being of entertainment professionals in Southern Alberta and to providing world-class skills training in support of a healthy industry."



## ROY BICKEL HAS BEEN NAMED ONE OF THE TOP HONOREES FOR THE 23RD ANNUAL PARNELLI AWARDS

Bickel ran away to join the circus, where he didn't hesitate to agree to get shot out of a cannon. It would shoot him into concert touring history where he became one of the pioneering riggers in the business. It all started in 1969 when he became one of the five "Disney Riggers." Bickel's talent was spotted on Broadway, where he handled the flying for shows including Mary Poppins, Chicago, The Wiz, and Pippin. During this period, he was instrumental in getting CM Hoists to configure hoists better for live touring, which were used on his first rock tour, Jethro Tull. This led to him rigging for one of the most historic tours, 1975's The Stones' Tour of the Americas. Just a few other innovative tours he was part of include those of Yes, Kenny Rogers, Neil Diamond, Billy Joel, and Kiss. A big part of Bickel's journey has been being a proud member of the IATSE for nearly sixty years. In the 1990s he relocated to Las Vegas and Local 720 where he was instrumental in bringing concert

touring rigging sophistication to events there in addition to sharing his knowledge and experience with any younger rigger interested. Known for his entertaining storytelling as much as his expertise as a rigger, he is still working into his sixth decade in the business.





## Local 856 Welcomes New Elder-in-Residence

At our last General Membership Meeting, we had the privilege of introducing our new Elder in Residence, Barb Nepinak. We also welcomed special guests John Lewis, Director of Canadian Affairs, and Nancy Hum-Balbosa, new International Representative for Western Canada.

To guide reconciliation with Indigenous peoples, the Truth and Reconciliation Commission made ninety-four Calls to Action. These recommendations offer real, concrete steps that Canadian governments, businesses, industries, educational institutions, public service institutions – as well as the general public – can undertake to address the legacy of residential schools.

As the union representing technicians and artisans working in the film industry, we have a responsibility to learn more about Indigenous peoples. There is much to learn, including Indigenous histories and cultures, the challenges and struggles Indigenous communities face, the importance of our Treaty relationships, and the legacy of residential schools and other forms of colonialism.

Local 856 has the honour of working with Elder Barb Nepinak, who has agreed to be our Elder-in-Residence. Elders have always held a position of high esteem and importance; they are a tangible link to Indigenous traditions, identities, and histories. They can play an important role in our union, and affect

our members health, wellness, cultural and spiritual development. Our Elder in Residence supports our Indigenous, and non-Indigenous, members by offering cultural teaching lessons, one-on-one appointments, community engagement/awareness, and by leading ceremonies.

With the support of our Elder, Barb, we will grow stronger as a union and we will build a stronger partnership with the broader Indigenous community.

### ELDER BARB NEPINAK

Elder Barbara Nepinak is a band member of the Pine Creek Ojibway First Nation and is retired from a long, successful career in Provincial/Federal public service. Barbara serves on advisory councils and boards, as an Elder and Cultural Advisor.

Barbara is the Founder (along with her late husband, Clarence) of the well-respected Summer Bear Dance Troupe, a performing group focused on educating and sharing aspects of Indigenous culture and community with audiences. In addition, Barbara also offers blessings and ritual ceremonies and has been delivering school and public programming (arts, Ojibwe language instruction, storytelling and walking tours) for over twenty years.

Both Barbara and Clarence Nepinak have been the recipient of numerous awards and credits related to their work around cultural awareness, including having been the first couple presented the Order of Manitoba, the province's highest honour.



Left to Right: International Representative Nancy Hum-Balbosa, Local 856 Elder-in-Residence Barb Nepinak, Local 856 President Nicolas Phillips, International Vice President & Director of Canadian Affairs John Lewis, and Local 856 Business Agent Monique Perro.



## LOCAL 695 RECEIVES 50-YEAR SCROLL

Congratulations to Local 695 member Guillermo Madrid (center) who received his 50-year scroll on June 29th. Guillermo was presented with his scroll at Local 695's third-quarter general membership meeting and is pictured here with Local 695's Business Representative, Scott Bernard (left) and Local 695's President, Jillian Arnold (right).



## INTERNATIONAL VICE PRESIDENTS GET RE-ELECTED ON THE EXECUTIVE COUNCIL OF THE CALIFORNIA LABOR FEDERATION

International Vice President Carlos Cota and International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr. were unanimously reelected to Vice President -At-Large seats on the executive council of the California Labor Federation at its Biennial Convention on July 16, 2024, in San Diego. Miller and Cota were reelected along with the rest of the slate including Executive Secretary-Treasurer Lorena Gonzalez Fletcher. A delegation of IA members and leaders attended the convention, which was hosted at the Sheraton Marina in San Diego.



# WHAT HAS ORGANIZING A UNION MEANT FOR YOU?

► SCAN TO SHARE YOUR STORY OR VISIT [DOL.GOV/ORGANIZINGSTORIES](https://dol.gov/organizingstories)





# ICON Goes IATSE: Huge Victory for Canadian Animation Workers

June saw the largest organizing victory for Canadian animation workers to date: the certification of over seven hundred workers at ICON Creative Studios. The workers at ICON will join workers at Titmouse, WildBrain and Kickstart in Canada's only dedicated union for animation workers, the Canadian Animation Guild - Local 938.

For the workers at ICON, forming a union at their studio presented them with some challenges. First, ICON is an independent studio, so workers work more closely with studio bosses than they might at a corporate studio. Second, ICON employs a large proportion of workers from overseas on closed work permits, meaning those workers can only work for that specific employer. Although they are fully protected by British Columbia's strong labour laws, workers from overseas can sometimes be fearful of having to leave the country if they lose their jobs. Finally, a culture of fear had set in in some parts of the workplace, with many workers afraid to speak up. While workers in BC are well-protected against retaliation by law, many workers - even supportive ones - were nervous about getting involved and seeing their contracts terminated.

Support was strong from the outset. Workers reported similar issues to



those the IATSE has seen across the industry: stagnant wages, poor benefits, and unstable and unreliable contracts. They wanted to work together to fix them. They spent much of late 2023 and early 2024 committedly mapping and gathering support at the studio with on-the-ground assistance from International Representatives Ming Li and Will Gladman, who led online webinars and in-person meetings, as well as strategic support from International Representative Jeremy Salter.

The workers knew that the only way to make permanent improvements

to their workplace was by negotiating a collective agreement. Despite some feeling vulnerable, the majority of international workers at ICON signed representation cards as they came to understand that union representation stands only to benefit them, not put them at greater risk. Following a hearing in June the BC Labour Board certified the ICON Union. Aided by BC's single-step certification (aka "card check") process, workers at ICON secured their victory without the need for a vote, since over fifty-five percent of workers signed a union support card. The bargaining unit is now preparing to bargain their first collective agreement with their employer.

The ICON workers' victory shows that the IA will fight for the rights of all animation workers, regardless of their department, their level of experience, or where they come from. Every animation worker in Canada deserves representation. In this ever-changing and increasingly globalized industry, one thing will always remain a constant: we are stronger when we stick together and fight to improve the lives of all our coworkers.



## LOCAL 121 MEMBERS ATTEND DISTRICT 10 CONVENTION

On June 1, members of Local 121 posed for a photo with General Secretary-Treasurer James B. Wood at the District 10 convention held in Saratoga Springs.



**Left to Right: Local 121 Call Steward and Board Member Mike Scardino Jr., General Secretary-Treasurer James B. Wood, Local 121 Business Agent and District 10 Board member John Scardino Jr., Board and Local 121 Political Action Director Patrick Moyer.**

## CARD CHECK LEGISLATION IN MANITOBA MAKES IT EASIER TO ORGANIZE

Generally, union growth in the private sector is down in Canada. The IATSE, however, has proven to be an exception to the rule as we continue to grow and expand our membership through organizing. Under the leadership of International President Loeb, the IATSE has embraced the mandate of organizing and has emerged as one of the most successful unions in the country.

While our organizing model in Canada is a proven success, there are also some key factors that the IATSE has taken advantage of to help in our organizing victories. One of those factors has been capitalizing on jurisdictions that utilize a single step or “card check” process for union certification. On May 6, the New Democratic Party (NDP) Government of Manitoba, under Premier Wab Kinew, announced that they will be implementing a single step certification process for the province, joining British Columbia, Quebec, New Brunswick, PEI, and certification in federally regulated industries.

The single step certification process in Manitoba will be based on a fifty percent plus one calculation, meaning that if more than fifty percent of the workers at a workplace sign a union card, the union is automatically certified. Not only does this process make it easier for workers to form unions by showing a clear majority, it allows for greater labour peace by avoiding a large public battle between the union and the employer that is often seen where there is a requirement for



**Wab Kinew's NDP government is making it easier for workers to unionize.**



a vote. In recent months, Local 63 in Winnipeg, Manitoba has had some organizing successes - before the implementation of this new process. To take advantage of the card check process, the Local is now looking at even more organizing targets, helping to ensure that the IATSE remains a powerhouse organizing union across Canada.



## LOCAL UNION NEWS

### WORKERS ARTS AND HERITAGE CENTRE

The Workers Arts and Heritage Centre (WAHC) was started over twenty-five years ago by a group of Canadian labour historians, artists, and union and community activists who saw a need for a community museum that could celebrate the history of workers and labour. Over the years, their vision of work has expanded to include both paid and unpaid work, and to be as inclusive as possible of the experiences and histories of the least visible work and workers.

Located in Hamilton, Ontario, WAHC offers a diverse array of exhibitions, workshops, educational programs, digital projects, and community events that explore perspectives in labour history, social justice, and contemporary labour issues. WAHC also has a permanent collection of artifacts that relate to labour history and workers' experiences, including the Workers City Project ([www.workerscity.ca](http://www.workerscity.ca)).

WAHC offers services to artists and unions across Canada such as assisting with archives or recording significant events like anniversary milestones. They can also be contracted to assist with sorting and organizing union archives, writing union histories, managing projects between artists and unions and managing the production of union historical displays. The IATSE regularly sponsors WAHC and encourages Locals to check out their resources or consider donating. For more information visit: [www.wahc-museum.ca](http://www.wahc-museum.ca).



### LOCAL 74 WELCOMES THREE NEW MEMBERS

On June 16, at the New Haven Federation of Teachers Building in New Haven, Connecticut, three new apprentices were sworn into Local 74. Congratulations!



Left to Right: Steven Hopkins, Sean Kelley and Justin Snide.



ns Local 39 has negotiated an agreement with Mahala Jackson  
or the Performing Arts and the Saenger Theatre, which includes  
shows, Louisiana Philharmonic Concerts, and Dance Recitals. The  
effect from September 1, 2013 to August 31, 2017, and includ  
fit increases in each of the 4 years.

Alan Arthur, Business Agent of Local 39 and David S...  
General Manager, Arts Center Entery

NIA STAGE LOCAL HONORS LONG

Local 50 honored its long-time members at a luncheon, presenting Brothers Robert Kern and Dennis Gallagher with  
and acknowledging members with 30 or more years of service.



from left to right: Back row; Michael Hunter, Michael Perry, Mark Maurilio, Robert Kern, Dennis Gallagher, Dennis Cox and  
Dale Row; John Cox, Charles Kohler, Jim Pissano, Ted Kimura and Alan Turner. Front row; Steve Odoval, Tim Gallagher, Ray  
and Jimmy Loveless.

On March 25, 2014, during a speaking engagement at the New Hampshire  
Works Development, Vice President Biden took time out of his schedule  
for a photo opportunity with supporters of the NH Works. Pictured  
here with the Vice President is Joyce Cordoza, Business Agent of Local 195.

# GO GREEN! GO MOBILE!

George suffered a very strange brain virus several  
years ago, but aside from the fact that he can't  
remember nouns, he hasn't lost a thing. He is one  
of the many members in the field of sto  
teller who have elected to migrate to the  
show all alone.

On Thursday, 27, 2014, President Matthew D. Loeb with  
International Vice President Anthony DePaulo attended the monthly mem  
bership meeting of New York City Treasurers and Ticket Sellers Union Local  
751.

At that meeting, President Loeb paid tribute to retiring Local 751 Presi  
dent Gene McElwain. President Loeb also swore in the recently elected  
Business Agent Peter Attanasio, Jr.

Brother Van Buren receiving his  
Gold Card, with his wife Myra.



International President Matthew D. Loeb with  
retiring Local 751 President Gene McElwain.

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NEW HAMPSHIRE LOCAL OFFICERS  
MEETS VICE PRESIDENT BIDEN

On March 25, 2014, during a speaking engagement at the New Hampshire  
Works Development, Vice President Biden took time out of his schedule  
for a photo opportunity with supporters of the NH Works. Pictured  
here with the Vice President is Joyce Cordoza, Business Agent of Local 195.

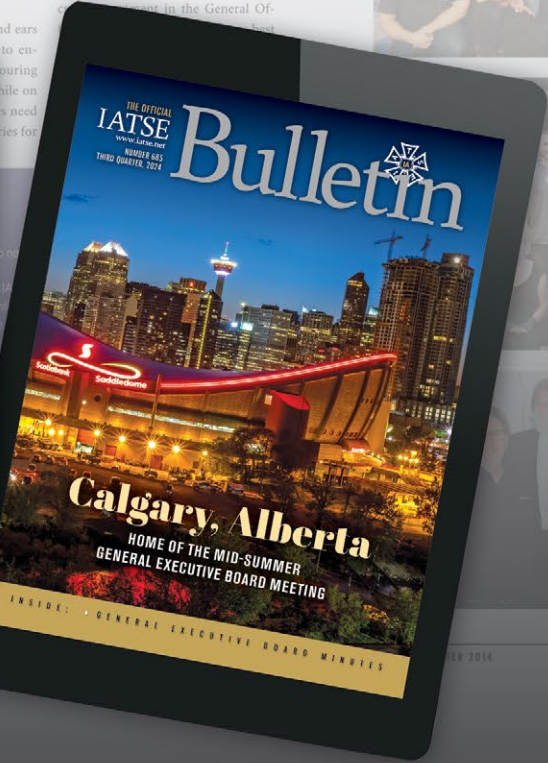
## Local Union Responsibilities Under admin.iatse-intl.org/Bulletin.aspx

travelling Pink Contract worker recently had an accident involving a poorly designed piece of equipment while on tour. After  
the accident, in which the touring member was severely injured, the Stagecraft Department in the General Office was notified  
of the incident, new equipment was built and was with the tour within four days after the incident. This is the proper procedure  
when accidents involving Pink Contract workers occur, and is outlined in the International Constitution:

Article Nineteen - Powers and Duties of Local Unions - Section Nine, under the jurisdiction of the local union. The members they represent, the Stagecraft Department in the General Office.

LOCAL HONORS GOLD CARD MEMBER

President  
Brother Van Buren receiving his



LOCAL UNION NEWS  
WWW.IATSE.NET



# IN MEMORIAM

## REMEMBERING KAREN BUTLER

“Energy can neither be destroyed nor created, it can only change form”. On June 27th 2024, the universe lost a powerful force of nature. Karen Butler joined Local 336 in 1988 and was the shop Steward at the Orpheum Theatre in Phoenix for nearly two decades.

A fierce advocate for safety, Karen became a founding member, subject matter expert (SME) in rigging, and published author within the Entertainment Technician Certification Program (ETCP).

As a scenic artist, her work and passion were enjoyed by worldwide audiences in theatre, film, television, and multimedia. Karen is survived by her loving family, sister Candy, brothers Billy, Bobby, and Paul, her two sons, Alex, Charles and husband John. Travel well to the other side.



## REMEMBERING HOWARD LEE GABLE

Members of Local 868, Treasurers & Ticket Sellers of the mid-Atlantic, are reeling from the sudden death of our beloved colleague, Brother Howard “Lee” Gable, on July 26, 2024. Lee was an active member of Local 868 since September 2006 and was a valued member of the box office team at the John F. Kennedy Center for the Performing Arts for seventeen years. He dedicated those seventeen years to the box office with unwavering commitment and warmth. His kindness and positive spirit touched everyone who had the pleasure of working with him, colleagues and patrons alike. His organizational skills were second to none; he was also a wonderful teacher, who always had time to guide new members of the box office team.

Lee’s career in the Washington theatre community spanned more than twenty-four years, during which he made significant contributions both administratively and artistically as the founding Artistic Director for the Rainbow Theatre Project (Our Stories, Our Voices, Our Time). In addition to the Kennedy Center, he had worked for many renowned institutions, among them The Washington Shakespeare Company, Shakespeare Theatre Company, Studio Theatre, and the Helen Hayes Awards. He served as the founding artistic director for Phoenix Theatre from 1996 to 2000, and later as the resident assistant director/producer and Managing Director for Washington Shakespeare Company.

As his Local 868 kin strive to continue his legacy of compassion and dedication, we will cherish our memories of Lee, especially the joy and kindness he brought into our lives.



## THANK YOU

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

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

### *Contributor*

Local 322  
Local 728  
District 2

### *In Memory Of*

Ben Howe  
Fund Contribution  
Fund Contribution



<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>
Joan Griffenkranz June 30, 2024	1	Alexander Lakomyj April 2, 2024	22	Cristobal Sanchez-Perez May 2, 2024	44	Thomas W Davey April 15, 2024	118
Ray Holdip June 13, 2024	1	Kobe M. Macionnraughtaigh April 1, 2024	28	Luz E Solache May 15, 2024	44	Peter Harris June 24, 2024	122
James P Keane Jr May 11, 2024	1	Donald Lee Paige Parker June 15, 2024	28	James Myers April 18, 2024	49	John E. Jackson June 30, 2024	122
Michael Mazzarella May 10, 2024	1	Barbara A Pugh April 2, 2024	28	Charles Kohler June 12, 2024	50	Frederick C Edmonds June 5, 2024	138
Natale J Mongioi June 2, 2024	1	John C. Gresch April 1, 2024	30	Joe Aguilar May 27, 2024	51	William W Woody May 2, 2024	158
Karen R. Mooney June 25, 2024	1	Lee E Casady May 28, 2024	33	Crawford W Kimble, Jr June 21, 2024	51	Roger L. Traviss May 25, 2024	168
Apolinar Novas June 5, 2024	1	Richard B Hansen May 2, 2024	33	John Bolz May 23, 2024	52	Dan Bittorf June 14, 2024	212
Thomas O'neill, Jr. June 27, 2024	1	Robert L Holland April 12, 2024	33	Terrence C Burke June 4, 2024	52	R Hank Widmayer April 20, 2024	284
John Pariante May 18, 2024	1	Dino T Leasure June 18, 2024	33	Shamal Davis April 5, 2024	52	Kenneth Gray April 18, 2024	306
Frank Primavera April 1, 2024	1	Wallace P. Lindsay May 3, 2024	33	William J Traynor Sr April 28, 2024	52	Karen Butler June 27, 2024	336
Roland F Weigel May 14, 2024	1	Michael Mcnamara April 17, 2024	33	Warren A. Gonzales June 30, 2024	59	Donald Creel April 2, 2024	336
James A. Sipes, Sr. April 29, 2024	3	Ray Morelli April 1, 2024	33	Kevin Mcdermott June 30, 2024	59	Harry W Hale Iii June 9, 2024	336
Andrew J. Amann April 30, 2024	6	Eugene O'neill May 1, 2024	33	Gary Plouffe April 29, 2024	63	Vincent M Martinez April 23, 2024	336
John T. Beckman Jr. May 12, 2024	6	Ron W Rackerby April 16, 2024	33	Robert J. Peters April 14, 2024	74	Merrill Richardson June 22, 2024	346
Douglas L. Martin June 30, 2024	6	Rosalino S. Respicio Jr. June 17, 2024	33	Mark H Greenberg June 6, 2024	77	Gordon Balmain April 21, 2024	357
Kenneth Pattinson April 18, 2024	8	Richard G Thorpe May 28, 2024	33	John R Boockholdt April 1, 2024	78	Neil Cheney April 14, 2024	357
John C. Clark May 14, 2024	11	Calvin M Hazelbaker May 28, 2024	38	Benny W Cook May 20, 2024	80	Jeffrey J Jones June 27, 2024	363
Robert Bullard April 18, 2024	16	Jan H. Aaris April 13, 2024	44	Rico W Priem May 13, 2024	80	Calvin M Hazelbaker May 28, 2024	395
Craig Cordell April 6, 2024	16	Mitchell P Baran April 1, 2024	44	Jacoby K. Radcliff April 7, 2024	80	Edward Pakanach, Jr. June 17, 2024	470
Richard D. Gill June 5, 2024	16	Robert W Dutton May 21, 2024	44	Matthew J. Duncan April 27, 2024	85	William R Bass Ii April 24, 2024	476
John Hellegers April 23, 2024	16	Peter A. Flynn May 17, 2024	44	Samuel D. Chavez June 16, 2024	107	Dennis W Broadbent April 4, 2024	476
Scott Houghton April 14, 2024	16	Neal Garland April 7, 2024	44	James M. Miller April 22, 2024	115	Russell T. O'connor April 11, 2024	476
Bobby Preston May 30, 2024	21	Thomas F Lantz May 17, 2024	44	Charles M. Spock April 5, 2024	115	Ryan Senese April 25, 2024	476



<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>
Mister B. W. Fees April 29, 2024	478	Paul L Phillips May 31, 2024	632	Pamela J Hardy April 11, 2024	784	Joseph Clive Joslin April 7, 2024	891
Jerome Miller June 5, 2024	478	Christopher Vaught April 7, 2024	635	Daniel Cerone April 1, 2024	798	Kathryn M Mcphie June 21, 2024	891
Robert Payne June 28, 2024	478	Bernard L Brown June 22, 2024	665	William Bohnert April 1, 2024	800	Debbie Tallman May 8, 2024	891
Frederick Stanley Pearse, Jr. June 9, 2024	478	K "Lele" Kekauoha June 15, 2024	665	Raymond Chan April 23, 2024	800	Steve Watson June 18, 2024	891
Roger D. Baker May 6, 2024	479	William Allen April 1, 2024	700	Michael Epstein June 8, 2024	800	Judith B Curtis April 1, 2024	892
Steven Scott April 18, 2024	479	Edgar Burcksen April 7, 2024	700	Aric Lasher June 6, 2024	800	Stephen H Arnold June 23, 2024	18032
Wray M Turner May 3, 2024	479	James L. Butler April 1, 2024	700	Albert Obregon April 2, 2024	800	George Boras May 1, 2024	18032
Lance Tytor April 24, 2024	480	Donald H Kenney April 1, 2024	700	Patricia Owen June 24, 2024	800	Helen V Meier June 12, 2024	18032
Ricardo A. Vela June 1, 2024	484	Charles A. May April 1, 2024	700	Billy G Walker May 26, 2024	803	Walter Beatty Sr May 31, 2024	B66
Randall G Herbert June 21, 2024	487	William L. Mcadoo June 8, 2024	700	Peter Bennett May 17, 2024	839	Bruce Becker April 30, 2024	USA829
Alexander Lakomyj April 2, 2024	487	Arthur R Schmidt April 1, 2024	700	Aaron Merasty May 8, 2024	856	Philip Kennedy April 5, 2024	USA829
Michael P. Byrd June 6, 2024	491	Edwin Uyemura April 1, 2024	700	Frank Clark June 21, 2024	871	Ilse Kritzler June 24, 2024	USA829
Gary Paporello April 24, 2024	491	David R. Ward April 1, 2024	700	Oscar Pizano June 25, 2024	871	Alicia Leatherbury-Lamberti June 11, 2024	USA829
William A. Purcell April 5, 2024	491	Brionna Rowe June 24, 2024	705	Daniel W Brown April 17, 2024	873	Carrie Robbins April 29, 2024	USA829
Robert M Ellis June 14, 2024	492	Paul G. Larsen April 12, 2024	720	Karen Eppstadt April 5, 2024	873	Maryann Smith June 11, 2024	USA829
Bruce G. Ando, Ii May 28, 2024	600	Al E Orsati April 1, 2024	720	Gail Filman June 15, 2024	873	Susan White June 11, 2024	USA829
Terrence C Burke June 12, 2024	600	Alberto A Alonso June 13, 2024	728	Roy Gordon Lance April 20, 2024	873	Alan Yeong April 5, 2024	USA829
Peter Litomisky April 10, 2024	600	George A Macdonald May 26, 2024	728	Tom Loo April 18, 2024	873	Walter Alejandro Zylinski June 11, 2024	USA829
Robert Paone April 10, 2024	600	William Silic April 5, 2024	728	Alex Torres May 21, 2024	873		
Ernie C Reed June 11, 2024	600	Yasha Sklansky May 16, 2024	728	Joan Nazareth June 15, 2024	883		
James W Roberson May 23, 2024	600	Ronald P Tickle April 2, 2024	728	Bryan S. Beckett May 4, 2024	891		
Scott Smith June 3, 2024	600	Matthew Blair April 4, 2024	729	Colin Fotherby May 18, 2024	891		
Mikhail Suslov April 10, 2024	600	Jason Trujillo June 27, 2024	729	Timothy Hedgecock June 14, 2024	891		
Mark Haryslak June 28, 2024	631	John D Sweeney May 18, 2024	751	Van Huynh May 8, 2024	891		



# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

Amusement Area Employees

**ADC** Associated Designers of Canada

**ADG** Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftspersons)

**AE** Arena Employees

**AFE** Arena Facility Employees

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

**AMTS** Admissions, Mutual Ticket Sellers

**APC** Affiliated Property Craftspersons

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

**BPTS** Ball Park Ticket Sellers

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**EE** Exhibition Employees

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

**ICG** International Cinematographers Guild (inclusive of Publicists)

**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 Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

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

**MPP,O&VT** Motion Picture Projectionists, Operators and Video Technicians

**MPP,O,VT&AC** Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

**MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

**MPSG** Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)

**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

**MT** Mail Telephone Order Clerks

**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

**PWG** Production Workers Guild

**S** Stage Employees

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

**SA&P** Scenic Artists and Propmakers

**SM** Studio Mechanics

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

**SS/C,C,A&APSG** Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists  
GuildSS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants

**T** Theatre Employees

**T&T** Treasurers & Ticket Sellers

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

**TBSE** Television Broadcasting Studio Employees

**TSA** Ticket Sales Agents

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

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

## CANADA

### ALBERTA

**S 210 EDMONTON, AB** – William Merik, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

**S 212 CALGARY, AB** – Peter Hawrylyshen; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Alex Free, motionpicturevp@iatse212.com, (403 710-7271); (Stage) Rebecca Solly, stage-ba@iatse212.com.

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**S 118 VANCOUVER, BC** – Conor Moore, recsec@iatse118.com, 2940 Main St #206, Vancouver, BC V5T 3G3, Bus. Agt.: Joe Sawan.

**S 168 VANCOUVER ISLAND, BC** – Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Monica Arthurs, businessagent@iatse168.com.

**S 250 VANCOUVER, BC** – Matt Koenig, unordine@shaw.ca, 129 Nanaimo Ave West, Penticton, BC V2A 1N2, (604-644-2645); Bus. Agt.: Kyle Longbotham.

**ICG 669 WESTERN CANADA** – Mike Sankey, secretary@icg669.com; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Wendy Newton.

**MPSPT 891 BRITISH COLUMBIA/YUKON TERR.** – Gwendolyn Margetson, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Crystal Braunwarth, CrystalB@iatse.com.

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**T B778 VANCOUVER, BC** – Nadia Santoro, 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

### MANITOBA

**M 063 WINNIPEG, MB** – Stuart Aikman, 2nd Floor – 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

**MPSPT 856 PROVINCE OF MANITOBA** – Casey Downes, 500-332 Bannatyne Avenue, Winnipeg, MB, R3A 0W5. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Monique Perro, businessagent@iatse856.com.

### NEW BRUNSWICK

**M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB** – Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

### NEWFOUNDLAND AND LABRADOR

**ICG 671 PROVINCE OF NEWFOUNDLAND/LABRADOR** – Roman Neubacher, c/o 229 Wallace Avenue, Toronto, ON M6H 1V5 (416-368-0072). Bus. Rep.: Roman Neubacher.

**M 709 PROVINCE OF NEWFOUNDLAND/LABRADOR** – Zoe Dempster, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John's, NL A1A 1W9. (709-754-1746) (Fax: 709-754-1774). Bus. Agt.: Natasha Jeffery

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**M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB** – Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

**MPSPT 849 MARITIME PROVINCES** – Olivia King, 617 Windmill Road, 2nd floor, Dartmouth, NS, B3B 1B6. (902-425-2739) Bus. Agt.: Shelley Bibby, busagent@iatse849.com.

### ONTARIO

**S 058 TORONTO, ON** – Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Kim Rybnikar.

**M 105 LONDON/ST. THOMAS/SARNIA, ON** – Sherry Williams, treasurer@iatse105.ca; P.O. Box 182 Station Ctr. CSC, London, ON N6A 4V6 (519-661-8639) Bus. Agt. Sean Barker, businessagent@iatse105.ca

**S 129 HAMILTON/BRANTFORD, ON** – Natalie Stonehouse, iatselocal129@bellnet.ca, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

**M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON** – Kathleen Orlando, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474). Bus. Agt.: Jennifer Pich, ba357@iatse357.ca.

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**M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON** – Christina Galanis, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-931-1990) Bus. Agt.: George Galanis.

**S 467 THUNDER BAY, ON** – Keith Marsh, keith@tbaytel.net; , 380 Van Norman Street, Thunder Bay, ON, P7A 4C3. Bus. Agt.: Terry Smith, 243 North Ford St., Thunder Bay, P7C 4L5. (807-627-1460).



**M 471 OTTAWA/KINGSTON/BELLEVILLE, ON** – James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-404-4717) Bus. Agt.: Ryan Bol.

**M 580 WINDSOR/CHATHAM, ON** – Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3K2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

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**T B173 TORONTO/HAMILTON, ON** – Paul Williams, 19 Handel Street, Toronto, ON, M6N 4G2. (416-526-5850) Bus. Agt.: Brandy Mcallister.

**PRINCE EDWARD ISLAND**

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**O 262 MONTREAL, QC** – Audrey Prevost-Labre; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-937-8252) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

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**S 142 MOBILE** – Helen P Megginson, P.O. Box 968, Mobile, 36601. (251-622-0233) Bus. Agt.: Madeleine L. Mayrose, Local142@yahoo.com.

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**CALIFORNIA**

**S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY** – James Beaumonte, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: James Beaumonte.

**S 033 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA** – Abraham Montes, 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-5671-138) Bus. Agts.: (TV) Ronald Valentine, rvalentine@iatse33.com; (Le-git) Robert Pagnotta, rpagnotta@iatse33.com.

**APC 044 HOLLYWOOD** – Edward J. McCarthy III, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Tobey Bays.

**S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE** – Betsy Martin, secretary@iatse50.org; 1914 Terracina Drive, Suite 120, Sacramento, 95834. (916-444-7654) Bus. Agt.: Elizabeth Madonia, businessagent@iatse50.org.

**MPSG 080 HOLLYWOOD** – Vic Chouchanian, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Dejon Ellis.

**S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND** – Emily A Paulson, 303 Heegerberger Road, Suite 204, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

**PWG 111 United States** – Colleen Donahue, cdonahue@iatse.net, International Representative In Charge; 2210 W. Olive Avenue, Burbank, CA 91506 (818-980-3499).

**TBSE 119 SAN FRANCISCO BAY AREA** – James Mileta, P.O. Box 4878, Walnut Creek, 94596. (510-307-7272) or (510-214-0485). Bus. Agt.: Katie Murphy, businessagent@bafaia119.com.

**S 122 SAN DIEGO/PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS** – John Barnett, secretarytreasurer@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619 640-0042) (Fax: 619 640-3840) Bus. Rep.: Robert Morales, ba@iatse122.org.

**M 134 SAN JOSE/SANTA CLARA** – Timothy Sutton, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Leo Wandling, businessagent@iatse134.org.

**S 158 FRESNO/MODESTO/STOCKTON** – Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Pebbles Rapp.

**M 215 BAKERSFIELD/VISALIA** – Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-900-2280) Bus. Agt.: Matt Bernon.

**M 363 LAKE TAHOE and RENO, NV. (See Nevada)**

**M 442 SANTA BARBARA TRICOUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)** – Jonathan Hicks, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) Bus. Agt.: Ray Hinton Jr.

**M 504 ORANGE COUNTY/PARTS OF CORONA** – Janis Gohman, 671 S. Manchester Avenue, Anaheim, 928021434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Brad Marlowe.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York)** – Stephen Wong; National Executive Director, Alexander Tonison, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director John Amman (New York: 212-647-7300); Central Region Director, Theresa Khouri (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

**M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/GILROY/HOLLISTER/MONTEREY/PACIFIC GROVE/SEASIDE** – Steve Retsky, 611secretary@iatse611.org; P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Agt.: Andrew Hurchalla, businessrep@iatse611.org.

**S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/POMONA/ REDLANDS/ ONTARIO/ BISHOP** – Gabriel Valdez, 614secretary@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 951-769-9160) Bus. Agt.: Mike Moore, mikegrtz@gmail.com.

**PST,TE,VAT&SP 695 HOLLYWOOD** – Heidi Nakamura, heidin@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.



**MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)** – Sharon Smith-Holley; Nat. Exec. Dir.: Catherine Repola; Western Exec. Dir.: Scott George, 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Eastern Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

**MPC 705 HOLLYWOOD** – Angi Ursetta, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Adam West.

**MAHSG 706 HOLLYWOOD** – David Abbott, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Karen Westerfield.

**MPSELT 728 HOLLYWOOD** – Greg Reeves, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Greg Reeves, BA@iatse728.org.

**MPSP&SW 729 HOLLYWOOD** – Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

**TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS** – Norma Mora; 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Dana Glover.

**TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD** – Margaret Heaman, 466 Geary St. #M101 San Francisco, CA 94102. (415-861-8379). Bus. Agt.: Naomi Patrick.

**TBSE 795 SAN DIEGO** – Melinda Gray, treas@iatse795.com; 3755 Avocado Blvd., PMB 437, La Mesa, 91941. 619-507-2666 (Fax: 858-715-0640). Bus. Agt.: Mario Lopez, ba@iatse795.com.

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**AG&AOE&GA 839 HOLLYWOOD** – Paula Spence, 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Steven Kaplan.

**T&T 857 LOS ANGELES/ORANGE COUNTIES** – Alexis Savko, 13245 Riverside Dr., #350, Sherman Oaks, 91423. (818-990-7107) Bus. Agt.: Sergio A. Medina.

**SS/C,C,A&APSG 871 HOLLYWOOD** – Katie Sponseller, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Reps.: Patric Abaravich, patric@ialocal871.org.

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**CDG 892 HOLLYWOOD** – Kristin Ingram, 3919 West Magnolia Blvd., Burbank, 91505. (818-848-2800) (Fax: 818848-2802) Executive Director: Brigitta Romanov.

**TWU 905 SAN DIEGO** – Margaret S. Hagar, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Mary Harris, L905BA@gmail.com.

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**CALIFORNIA SPECIAL BRANCH** – Michael F. Miller, Jr., 2210 W. Olive Avenue, Burbank, 91506. (818-980-3499) (Fax: 818-980-3496).

## COLORADO

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## DISTRICT OF COLUMBIA

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## FLORIDA

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**M 115 JACKSONVILLE/TALLHASSEE/GAINESVILLE** – Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

**TBSE 305** – Brent Cohen, iatse305treasurer@gmail.com, P.O. Box 278617, Miramar FL 33027. Bus Agt: Adam Leifer, a\_leifer@msn.com.

**M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG** – Tiffany Gans, secretary@iatse321.org ; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813931-7503) Bus. Agt.: Nelson Alicea, nellynel76@gmail.com.

**M 412 BRADENTON/SARASOTA** – Alessandro Wallenda-Zoppe, secretary@ialocal412.com, P.O. Box 1307, Tallevast, 34270. (941-914-1553) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

**SM 477 STATE OF FLORIDA** – Nancy Flesher, sec-treas@ia477.org; 3780 SW 30th Avenue, Fort Lauderdale, 33312 (305-594-8585) (Fax: 954-440-3362) Bus. Agt.: James Roberts, II.

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

**M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH** – William H. Barnes, 605 East Robinson Street, Suite 240, Orlando, 32801. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Kimberly A. Holdridge, Kimberly.abowles@gmail.com.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND** – Baylee Bourgoin, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

**MPVT/LT/AC&GE 780 (See also Illinois)** – Jaroslaw Lipski, jerry@iatse780.com; 6141 N. Courtenay Pkwy, Suite D, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mngr.: Jerry Lipski

**EE 835 ORLANDO/DAYTONA BEACH** – Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

**AE AE938 JACKSONVILLE** – Robert Watkins, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.



**GEORGIA**

**M 320 SAVANNAH** – Cody Rush, P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, business@iatse320.org.

**TBSE 444** – International Representative, Rachel McLendon, rmcclendon@iatse.net, P.O. Box 584, Kennesaw, GA 30156.

**SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)** – Abigail Hilton, ahilton@iatse479.org; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, makins@iatse479.org.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA** – Andrew Dyaas, sectreas@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McLamery.

**S 629 AUGUSTA** – Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York)** – Stephen Wong; National Executive Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director John Amman (New York: 212-647-7300); Central Region Director, Theresa Khouri (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

**MAHS 798 ATLANTA REGIONAL OFFICE (See also New York)** – Samantha Reese, sreese@local798.net; 4220 International Parkway, Atlanta, 30354 (770-855-0601).

**M 824 ATHENS** – Peter Elliott Fancher, 824dues@gmail.com; P.O. Box 422, Athens, 30603. (706-296-2136) Bus. Agt.: Kyle Anne Judson, iatselocal824ba@gmail.com.

**EE 834 ATLANTA** – Anthony Gantt, agantt@iatse834.com; 4220 International Pkwy, Suite 200 Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Anthony Gantt.

**TWU 859 ATLANTA** – Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

**S 927 ATLANTA** – Mary Grove, P.O. Box 162822, Atlanta, GA. 30321. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Brian Nunnally.

**HAWAII**

**M 665 STATE OF HAWAII** – Shawn Christensen, 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 8085918213). Bus. Agt.: Irish Barber.

**IDAHO**

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID** – Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereaux@aol.com, (509-999-5073).

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALLS/SUN VALLEY, ID/SOUTHERN IDAHO** – Trustees: C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

**ILLINOIS**

**S 002 CHICAGO** – Thomas L. Herrmann, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL** – Lynnette Frutiger, lynnnetefrutiger@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

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

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**S 138 SPRINGFIELD/JACKSONVILLE** – James Rapps, P.O. Box 6367, Springfield, 62708. (217-415-4810) Bus. Agt.: Kevin Harms, harmskevin@hotmail.com, (217-612-7339).

**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA** – Sarah Mcalexander, iatselocal193@ymail.com; P.O. Box 6355, Peoria, 61601. (309-643-0049) Bus. Agts.: Donnie Bentley (Peoria), Michael Irvin (Bloomington).

**M 217 ROCKFORD** – Kim Whitmore, P.O. Box 472, Rockford, 61105. (779-772-7619)(Fax: 815-484-1085). Bus. Agt.: Alix Villiere.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO** – Michael Hottinger, P.O. Box 296, Metropolis, IL 62966. (618-967-2394) Bus. Agt.: Kendel Heifner, iatse421@att.net.

**SM 476 CHICAGO** – Anthony Barracca, 6309 N. Northwest Highway, Chicago, 606310490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Anthony Barracca.

**M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR** – Andrew Hall, treasurer. iatse.local482@gmail.com; P.O. Box 3272, Urbana, 61803-3272. (217-766-7355) Bus. Agt.: Joe Reichlin, joe.reichlin@gmail.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also California, Georgia and New York)** – Stephen Wong; National Executive Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director John Amman (New York: 212-647-7300); Central Region Director, Theresa Khouri (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

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**MPVT/LT/AC&GE 780 CHICAGO (see also Florida)** – Jaroslav Lipski, 6141 N. Courtenay Pkwy. Suite D. Merritt Island, FL 32953 (773-775-5020) (Fax: 773-775-5771) Bus. Mngr.: Jerry Lipski, jerry@iatse780.com.

**ADG 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)** – 111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: Matt Walters.

**T 846 CHICAGO, IL/MILWAUKEE, WI** – Joseph Amabile, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

**INDIANA**

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

**S 049 TERRE HAUTE** – Stephanie Driggers, wsdriggers@gmail.com; 2177 Morton Street, Terre Haute, 47802. (812-240-7049) Bus. Agt.: Dave Targett, davetargett@icloud.com.

**S 102 EVANSVILLE** – Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-589-1584) (Fax: 812-467-0287). Bus. Agt.: Scott VanMeter, Joe Newman; ba@iatse102.com.

**M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE** – Alica Taylor, Artatman@Yahoo.Com; P.O. Box 265 Roselawn, IN 46372. (219-252-4794) Bus. Agt.: Thomas Mcnorton Jr., tmac3955@hotmail.com.

**S 146 FORT WAYNE** – Christopher M. Holt, iatselocal146@gmail.com; P.O. Box 13354, Fort Wayne, 46868. (260-409-5155) Bus. Agt.: Michael Barle, mbarle152@comcast.net (260-402-3257).

**M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI** – Bobby King, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Jean Scheid, local187ba@gmail.com.

**TBSE 317 INDIANAPOLIS** – Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Lance Coler.

**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK** – Mark R. Sarris, 24 East Vincennes Street, Linton, 47441. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

**TWU 893 INDIANAPOLIS/BLOOMINGTON** – Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) Bus. Agt.: Joanne M. Sanders.

**IOWA**

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA** – Destiny Stark, secretary@iatse42.org; 5418 S. 27th Street, #1, Omaha, NE 68107. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatse42.org.

**S 067 DES MOINES/AMES/WAUKEE/MASON CITY** – Elizabeth Crawford, recsecretary@iatselocal67.org; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: Aaron Bowen.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL** – Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

**S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE** – Scott Alan Wiley, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Travis Jacobs, tjacobs1206@gmail.com.

**M 690 IOWA CITY** – Charles Scott, sectreas1690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

**TBSE 444 United States** – Robert Schneider, sectreas@iatse444.com; P.O. Box 32, Dewitt, IA. 52742 (563-343-3624), Lori Leigh Altenderfer, ba@iatse444.com.

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA** – Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

**KANSAS**

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS** – Robin Suellentrop, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jacob Hobbs; ialocal31@ialocal31.org.

**M 190 WICHITA/HUTCHINSON/EL DORADO** – Greg Mcguire, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Timothy McCulloch, ba190@iatse.kscocmail.com.



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## KENTUCKY

**S 017 LOUISVILLE/FRANKFORT/DANVILLE** – Casey A. Black-Pherson, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Robert J. Ferree.

**M 346 LEXINGTON** – David Richardson, david@twinhives.com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparenna.com.

**M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH** – Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

**TWU 897 LOUISVILLE** – Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Libby Murner, libby.murner@gmail.com.

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**M 260 Lake Charles-Alexandria-Pineville-Fort Pol, LA** – Officer In Charge, Bo Howard, 207 W. 25th St. New York, NY, 4th Fl. 10001. (212-730-1770)

**S 298 SHREVEPORT** – Jason Tynes, 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Catherine Breittling, stagelocal298@att.net.

**SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI/MOBILE, AL** – Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Simonette Berry, sberry@iatse478.org, (504-453-0180).

**M 540 BATON ROUGE** – Adriane Bennett, abennett73@gmail.com, 2324 Westwood Ct. Baton Rouge, LA 70816. (225-572-0367) Bus. Agt.: Deanna Gaharan.

**M 668 MONROE** – Dan Saterfield, dsaterfield@yahoo.com; P.O. Box 2561, West Monroe, 71291. (318-329-4519) Bus. Agt.: Ross Slacks, rossslacks@aol.com.

**TWU 840 NEW ORLEANS** – Stephanie Kuhn, stephanie.w.kuhn@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie\_haase@yahoo.com; (225-294-3024)

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**SM 481 NEW ENGLAND AREA** – James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, codonnell@iatse481.com.

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**S 019 BALTIMORE** – Nick Mostris, recseclocal19@gmail.com; PO Box 50098 Baltimore MD 21211. (443-823-4950) Bus. Agt.: Michael Mixer, businessagent19@gmail.com.

**S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA** – Christopher

Ruble, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

**MPP,O&VT 181 BALTIMORE** – Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (571-334-8138) Bus. Agt.: Kent D. Villavicendo, kentdaniel@greentpyroproductions.com.

**SM&BT 487 MIDATLANTIC AREA** – Sarah Fales, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV** – Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

**TBSE 819 WASHINGTON** – Mark Gardner, secretary@iatse819.org; P.O. Box 5709, Bethesda, MD. 20824, (2029664110) Bus. Agt.: Robert A. Richardson

**TBSE 833 BALTIMORE** – James Coxson, jcoxson@wjz.com; P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, wpoplovski@wjz.com, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

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## MASSACHUSETTS

**S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD** – Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617269-5595) (Fax: 6172696252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD** – Valentino Larese, vlarese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

**M 096 WORCESTER** – Marc Aijala, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agt.: Timothy Murphy, tmurphy@iatse96.org.

**M 195 LOWELL, MA./NEW HAMPSHIRE** – David Demers, P.O. Box 6642, Manchester, NH 03108. (603-402-0099) Bus. Agt.: Steven Kocsis, business@iatse195.org.

**M 232 NORTHAMPTON/AMHERST** – Samuel Whitney, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Cathleen O'keefe.

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**TWU 775 BOSTON/PLYMOUTH/CAPE COD** – Kim Delano, kimwardrobe775@comcast.net; 51 Myrtlebank Avenue, Dorchester, 02124 (617-212-4364) Bus. Agt.: Kim Delano.

**T B4 BOSTON** – Karen D. Murphy, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5297) (Fax: 617-868-8194) Bus. Agt.: Carol Airlaukas.

## 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.: Joshua Roskamp.

**S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON** – Keith R. Braun, kbraun3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: E. Joseph Miller, jmiller@iatse38.org

**M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI** – Bobby King, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Jean Scheid, local187ba@gmail.com.

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## MIDATLANTIC AREA

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## MINNESOTA

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**SM 492 STATE OF TENNESSEE/KENTUCKY/NORTHERN MISSISSIPPI** – Theresa Morrow, tm-squared@charter.net; 310 Homestead Road e, Nashville, TN 37207. (615-386-3492). Bus. Agt.: Peter Kurland.

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**M 720 LAS VEGAS** – David Weigant, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

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**M 524 GLENS FALLS/SARATOGA** – Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

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**S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ** – Reuben Starr, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Matthew McIntyre.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE./GREATER PA.** – Charles E. Meere Iii, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Agt.: James Edminston, jedmiston@ialocal52.org.

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**S 113 ERIE** – Jillian Orr, P.O. Box 557, Erie, 16512. (814-440-8612) Bus. Agt.: Barry Lacastro, business@erieiatse.com.

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**O 330 FORT WORTH/DENTON/GAINESVILLE** – Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

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## UTAH

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**WYOMING**

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**District No. 14 (Florida, Puerto Rico & the U.S. Virgin Islands)** – Kimberly Holdridge, P.O. Box 533843, Orlando, FL 32853 (321-230-0161) (Fax: 321-230-3824) Email: Kimberly.ABowles@gmail.com.



# JOIN THE FIGHT



“Labor unions are under assault, with politicians across the country undermining workers’ collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse.”

—Matthew D. Loeb, IATSE  
International President

## DID YOU KNOW?

- Federal Law prohibits the use of union dues for political purposes. So, you must voluntarily sign up to contribute to IATSE PAC.
- IATSE PAC is non-partisan. Funds are intended to support candidates who stand with workers, and against politicians who consistently stand against us.
- Contributors to the IATSE PAC will receive a unique lapel pin to signify their commitment to standing up and fighting back!

## WHO CAN CONTRIBUTE?

Members of IATSE local unions and employees of the IATSE—and their families—are the only individuals who may contribute to the PAC

IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.



The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights  
Defend our pension funds and health care benefits  
Eliminate so-called “Right-to-work” laws that enable free-riders
- Enforce strong copyright protections
- Protect funding for the arts
- Ensure equality for all and oppose all forms of discrimination

## HOW TO CONTRIBUTE:

- Visit [IATSEPAC.net](http://IATSEPAC.net) to contribute online and access additional resources
- Fill out and submit the IATSE PAC contribution form
- Contact [iatsepac@iatse.net](mailto:iatsepac@iatse.net) to inquire about payroll deduction options

# IATSEPAC.net



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