

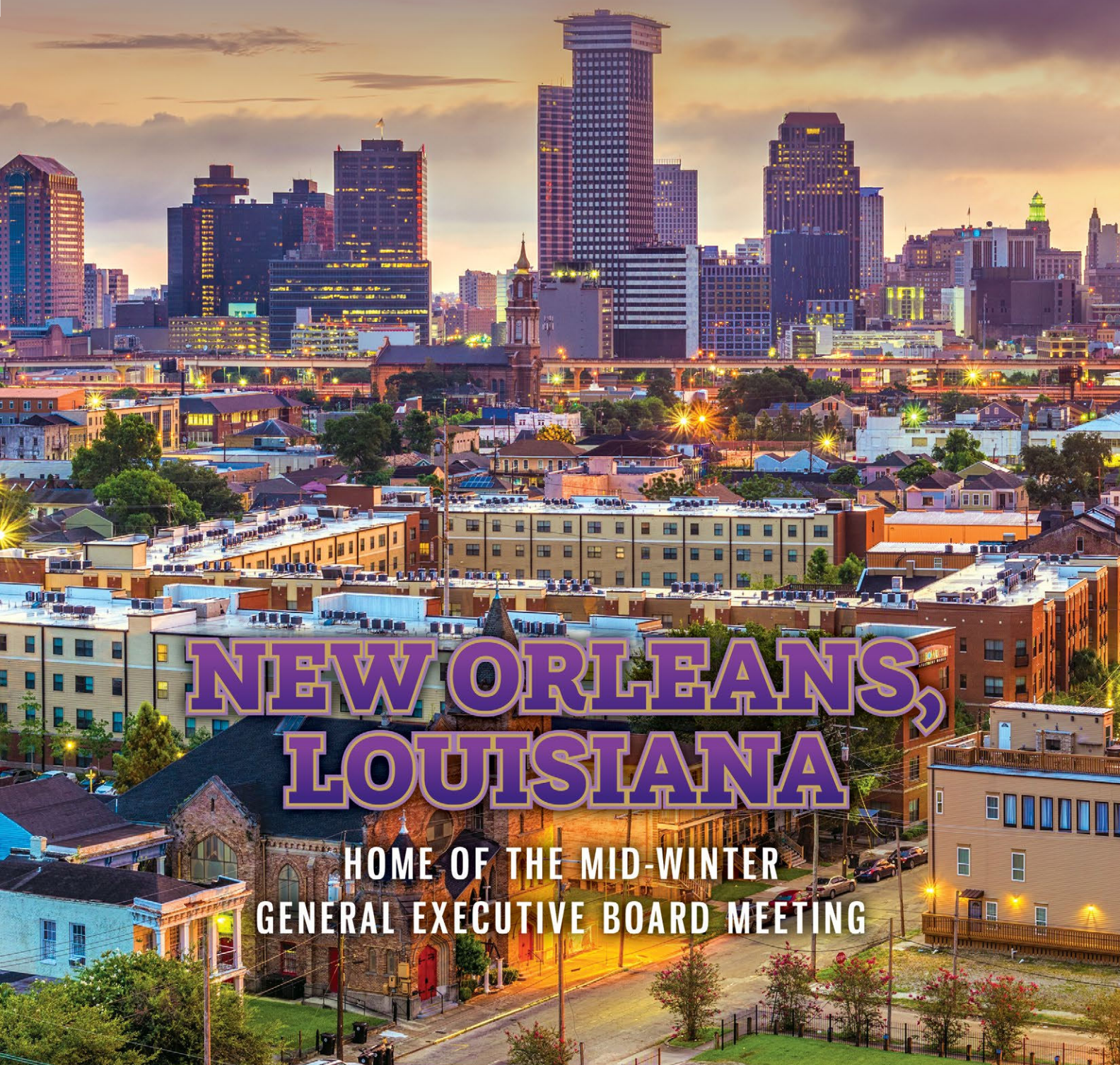
THE OFFICIAL  
IATSE

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

NUMBER 687  
FIRST QUARTER, 2025



# Bulletin



## NEW ORLEANS, LOUISIANA

HOME OF THE MID-WINTER  
GENERAL EXECUTIVE BOARD MEETING

INSIDE: ► MID-WINTER 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**

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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**

# THE OFFICIAL IATSE BULLETIN

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The OFFICIAL BULLETIN (ISSN-0020-5885) is published quarterly by the General Secretary-Treasurer of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, (IATSE), 207 West 25th Street, 4th Floor, New York, NY 10001. Telephone: (212) 730-1770. FAX (212) 730-7809. Email: [bulletin@iatse.net](mailto:bulletin@iatse.net)

Material for publication must be received before the first day of January, April, July, and October, to meet deadlines, respectively, for the First, Second, Third, and Fourth Quarter issues.

POSTMASTER: Send address change to the OFFICIAL BULLETIN, 207 West 25th Street, 4th Floor, New York, NY 10001. Entered as periodical postage paid matter at the Post Office at New York, NY and additional locations.

Canadian Publications Mail Agreement No.: 40845543.

Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

Subscriptions: IATSE members receive the OFFICIAL BULLETIN as part of their IATSE membership services. Nonmembers may subscribe for \$10.00 per year.

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# IATSE

## Weekly Updates

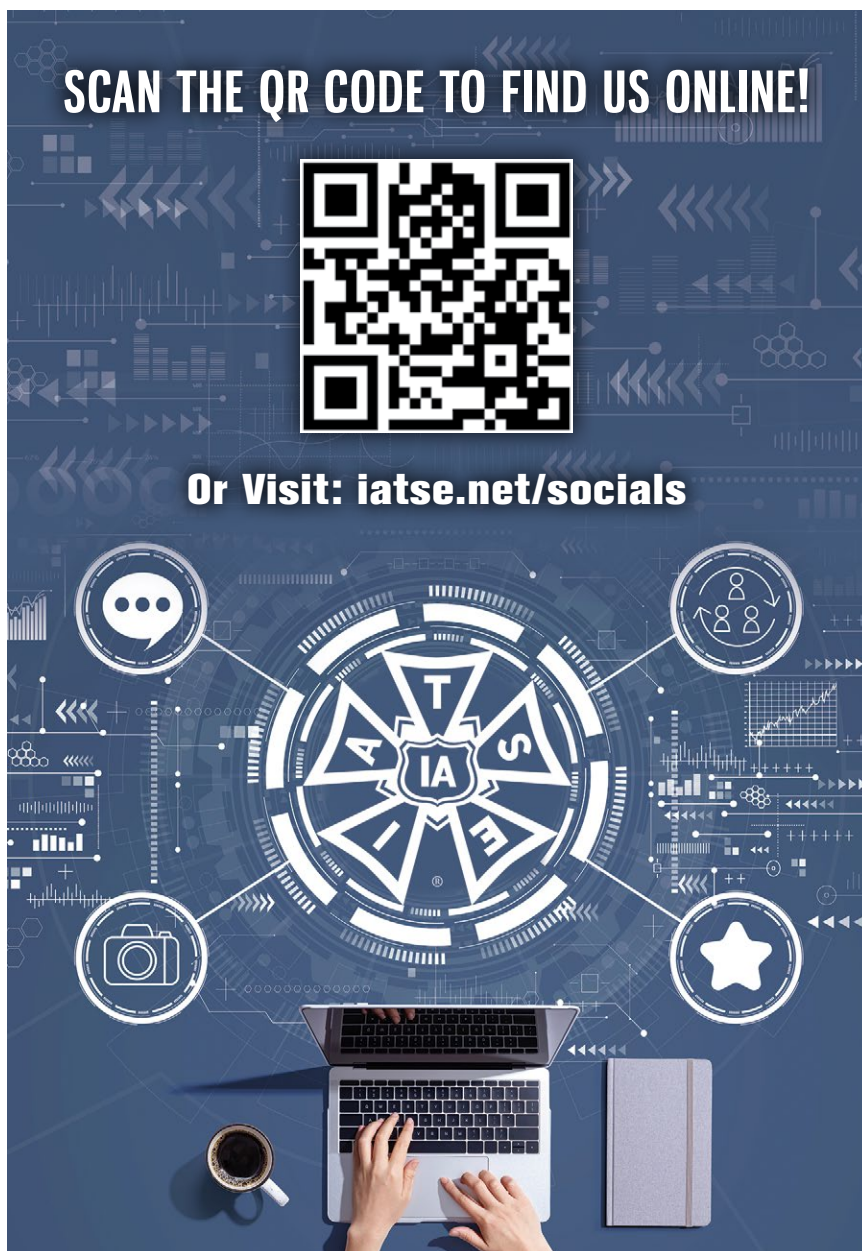
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# Solidarity, Security and Prosperity

*As we move closer to our Quadrennial Convention this summer where we will forge the path for the future, we continue to push back and confront head-on the challenges we face. We must continue our focus not just on the present circumstances, but also maintain our vision and our worthy endeavors for the well-being of the members and their families in the long term.*

Efforts to accomplish our goals have always been more effective together. It's as simple as that. Whether its extending benefits and coverage during Covid and the motion picture strikes, providing mental health support, relief to our members in numerous natural disasters or operating in a difficult political environment, we have shown that our bond is our power. Our collective power. Power that no one of us possesses alone.

In addition to the daily imperatives of improving contracts and the protections and benefits they provide we must work for a lasting security through our efforts. We must work for this security by promoting and supporting a healthy industry that provides ample work opportunities. We must be tireless advocates in support of legislation and policies that create a level playing field to face ever growing global competition. And we must remain keen on protecting our jurisdiction in the face of technological change like AI by negotiating, lobbying lawmakers and on the job site.

You have seen and read the news, explored current affairs in the industry, discussed matters of importance with coworkers and your local unions, friends and loved ones, and interacted on social media. Reflect upon what is important to you: family, good health, financial security, dignified retirement, and a safe meaningful career that sustains the life you expect and deserve. It's a fair trade in exchange for your essential skills, commitment to your career and sacrifice crucial to the success of the business.

We must keep our sights set beyond just the basics. We will continue to advocate for improvements in work life and strive to create a political and social environment that promotes our goals. Article One, Section 2 ("Purpose") of the International Constitution sets out how we are to accomplish this stating in part "To achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees..." We will work together with common purpose and a strong, prominent, and effective presence. We will act decisively to support each other going above and beyond and committing to the mission. It will take broad participation and collective effort, but it can be accomplished through solidarity and unified vision. Our solidarity builds security, which in turn paves the way to prosperity.

It will be challenging. Forces will resist us. There will be unanticipated factors working both for and against us in the days ahead. The experts at dividing people remain hard at work, and so too must be the experts at uniting them by standing together. That's who we are. We will never compromise our values, doubling down for fairness and continuing to build upon what we've accomplished through unity and mutual respect as we move forward.

Be safe and be well.

In solidarity,

Matthew D. Loeb



[@matthewloeb](https://twitter.com/matthewloeb)

MATTHEW D. LOEB

▶ WWW.IATSE.NET

## OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Sheraton Waikiki 2255 Kalakaua Avenue, Honolulu, Hawaii, 96815 at 9:00 a.m. on Monday, July 21, 2025, and will remain in session through and including Friday, July 25, 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 and/or the 70th Quadrennial Convention must make hotel reservations through the link posted at [www.iatseconvention.com](http://www.iatseconvention.com) starting on April 28, 2025. Guest room rates for the IATSE are from \$290.00 to \$505.00 plus applicable taxes, for both single and double occupancy. Additional hotel information can be found on pages 24 and 25. 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: June 14, 2025.



## GOOD STANDING WITH YOUR DISTRICT

In accordance with Article Thirteen, Section 1 of the International Constitution and Bylaws, a local union that is not in good standing with their District is deemed not in good standing with the Alliance

and therefore not eligible to attend the International Convention. Local union officers are advised to verify with their District Secretary that the Local is in good standing.

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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.

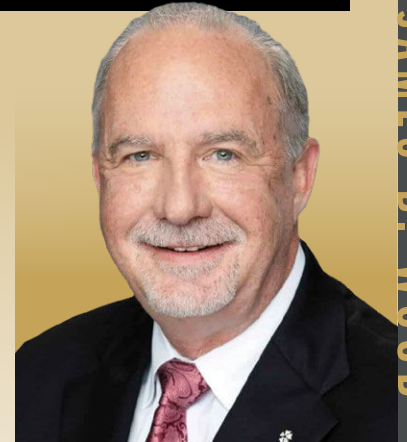




## GENERAL SECRETARY-TREASURER'S MESSAGE

# Countdown To The Convention

*As we approach our 70th Quadrennial Convention, you will find that this issue of the Official Bulletin contains a substantial amount of Convention-related information.*



JAMES B. WOOD

Answers to many of the most frequently asked questions and additional Convention information is contained on pages 18 to 25. In addition, all delegates are advised to review Articles Three through Five of the International Constitution to better familiarize themselves with Convention procedures.

Preparations for the Convention have been taking place in the General Office for many months, and we will be ready to begin mailing the delegate credential packages to our local unions on April 14, 2025. However, before those packages can be mailed, Local Secretaries and Treasurers are reminded that you must fulfill two key requirements.

First, the Finance Department must have received all Quarterly Reports, up to and including the 1st Quarter Report for 2025. Although Article Nineteen, Section 7 of the International Constitution allows for that report to be filed as late as April 30th, we cannot complete our calculation of the average membership size between conventions until the 1st Quarter Report for 2025 is received. Once that calculation is made, the number of delegates and votes each local union is entitled to can be determined and the appropriate number of delegate credential packages can be assembled.

Second, each local union must have purchased at least twice the number of 2025 per capita stamps as the numbers reported on the 1st Quarter Report for 2025. Article Three, Section 5 of the International Constitution requires that local

unions must purchase per capita stamps for all quarters up to and including the quarter that precedes the Convention. Since the 2nd Quarter Report for 2025 is not technically due until July 30th, the numbers reported on the 1st Quarter Report are doubled and used as an estimate in order to calculate good standing for the Convention.

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

When making reservations, delegates are reminded that although the Convention will start at 9:00 a.m. on Monday July 28th, there are other events that precede the Convention. In the early afternoon of Saturday July 26th there will be an education session available for all delegates. There will also be a new delegate orientation session starting at 7:00 p.m. on that evening as well as a Young Delegate event at 9:00 p.m. The District Conventions (see page 19) will all take place in the morning of Sunday July 27th.

# Asserting IATSE Priorities, Seizing Opportunities, and Fighting Back

**T**his January, International President Matthew D. Loeb traveled to Washington D.C. shortly after the swearing-in of the new Congress to meet with federal legislators and advocate for the legislative priorities of IATSE members and the broader entertainment industry workforce.

He met with the following elected officials during his trip: Senators Adam Schiff (CA) and Rev. Raphael Warnock (GA), and Representatives Vern Buchanan (FL-16), Brian Fitzpatrick (PA-01), Laura Friedman (CA-30), Dan Goldman (NY-10), Sydney Kamlager-Dove (CA-37), Jamie Raskin (MD-08), Luz Rivas (CA-29), and Linda Sanchez (CA-38).

President Loeb's conversations centered on three of the most pressing issues facing IATSE members at the start 2025: 1) the urgent need for federal disaster relief for members impacted by the devastating Los Angeles area wildfires; 2) the necessity of including the Performing Artist Tax Parity Act (PATPA) in forthcoming tax legislation, so IATSE members can once again deduct their equipment and business expenses from their taxes; and 3) the imperative for Congress to consider the creation of a federal film tax incentive to level the playing field with countries that have escalated their national incentive

and subsidy structures to lure film and television productions, and the myriad jobs they create, from the United States.

"Fighting for the betterment of IATSE members lives and work doesn't stop at the bargaining table," President Loeb said. "Some protections need to be legislated, rather than negotiated. My goal with this trip was to inform our allies in Washington what needs to be done to help our members recover from disaster, lower their cost of living, and keep film and television jobs from going overseas. I thank each member of Congress for the productive meetings and for their insights on how we can move the ball forward on these critical issues."

President Loeb also attended a reception at the AFL-CIO welcoming new pro-labor members of the 119th Congress, where he spoke with IATSE-supported champions such as Reps. Laura Gillen (NY-04), Josh Riley (NY-19), John Mannion (NY-22), and Emily Randall (WA-06), among others.

The Department continues to reinforce the messages conveyed by President Loeb during his visit. It is fighting to ensure that any federal disaster aid to Southern California is unconditional because playing politics with victims trying to recover and rebuild their lives is nothing short of depraved. It is pushing Congress to lower the cost of living for entertainment workers by including PATPA in tax legislation expected later this year, correcting an oversight that has taken money out of the pockets of middle-class IATSE members since 2017.

*"Fighting for the betterment of IATSE members lives and work doesn't stop at the bargaining table"*

**PRESIDENT LOEB**



International President  
Matthew Loeb and California  
Senator Adam Schiff



Finally, President Loeb's visit kicked off a comprehensive advocacy campaign for a competitive labor-based federal production tax incentive, and any other policy measures aimed at maintaining film and television jobs in America. The Department is working closely with Senator Schiff and other Congressional allies to introduce bipartisan legislation. There are other forthcoming opportunities to advance this key priority, as President Trump has publicly indicated his awareness of the challenges facing America's film and television production industry. The Department and key coalition partners plan to engage with the new administration to discuss ways we can achieve the goal of ensuring motion pictures continue to be made in America in the years to come.

## FIGHTING BACK

The start of the second Trump Administration has been a nonstop barrage of attacks on working people. It is our charge as the Political/Legislative Department to vigilantly track public policy impacting our union and keep the membership informed, so we can lock arms and hold our elected leaders accountable.

On January 29th, IATSE denounced President Trump's firing of National Labor Relations Board (NLRB) Chair Gwynne Wilcox, an unprecedented and unlawful attack on workers' rights in the United States. Wilcox was removed despite her Senate-confirmed term extending until 2028. Her dismissal leaves the NLRB without a quorum, paralyzing its ability to enforce labor laws and undermining the fundamental rights of private-sector workers, including IATSE entertainment workers. This action is an egregious violation of

federal law and is being challenged in court. The Department joined the AFL-CIO in a rapid response action urging union members to call their members of Congress and tell them to sign on to a letter demanding President Trump reinstate Wilcox. President Loeb also authored a letter sent to every Member of Congress urging them to sign on and stand with the workers they represent.

In his first week in office, Trump issued Executive Orders that wiped away hard-fought progress that was achieved by the IATSE membership over the last four years.

- Eliminated the President's Committee on Arts and Humanities where we'd worked successfully to have the first labor leader, SDC Executive Director Laura Penn, named to the committee.
- Directed all diversity, equity, and inclusion staff at federal agencies to be put on leave and gave 60 days to eliminate DEI programs, including the Chief Diversity Officer roles at the National Endowment for the Arts and National Endowment for the Humanities which IATSE was a driving force in establishing.
- Rescinded President Biden's Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence, which IATSE celebrated as aligning with our Core Principles for Applications of Artificial Intelligence and Machine Learning Technology.

Trump issued further Executive Orders to: pardon January 6th rioters who attacked our democracy and the peaceful transfer of power; remove job protections for federal government workers; withdraw from the Paris Climate Accord and undo many of the Biden administration's clean-energy

policies; declare that the U.S. government will recognize only two sexes, male and female, and remove "nonbinary" or "other" options from federal documents; and remove the U.S. from the World Health Organization.

There was also the now rescinded Office of Management and Budget memo that froze virtually all federal funding, challenging Congressional appropriations power and threatening federal checks and balances, as well as Elon Musk's pseudo-government Department of Government Efficiency (DOGE) which has illegally gained access to Americans' private data via the Treasury Department's payment system and is declaring entire Congressionally mandated government agencies shut down.

If Elon Musk can make up his own government department, so can workers. The AFL-CIO has launched the Department of People Who Work for a Living (DPWL), a new campaign to hold DOGE accountable and make sure the federal government is responsive to working people and not just to the whims of an unelected billionaire CEO like Musk. The DPWL will report on proposed DOGE cuts and their impact on working people. And DPWL will provide its own recommendations for how the government can work more efficiently, proposed by the people who are the backbone of America's economy: America's workers.

IATSE will seek to work with this administration on any area of common ground that advances the livelihoods of IATSE members, but at the same time we will vigorously stand up and fight back to defend our rights, as we have always done.

# POLITICAL AND LEGISLATIVE

## CONGRATULATIONS TO THE 2024 IATSE PAC LOCAL SOLIDARITY AWARD WINNERS!

The second annual IATSE PAC Local Solidarity Awards were announced during the IATSE PAC Committee report at the 2025 Mid-Winter General Executive Board Meeting in New Orleans to publicly recognize those local unions that have committed themselves to raising funds for IATSE PAC.

The IATSE PAC Committee congratulates the twenty-six IATSE Locals that achieved an award in 2024 and thanks the recipients for their dedication to supporting IATSE PAC. There were six new award recipients in 2024 – Locals 21, 28, 154, 491, 600, and 720 – along with twenty repeat award winners.

The Committee especially applauds Locals 764 and 798 for increasing their award level from 2023 to 2024, both jumping from Bronze to Gold.

The Committee looks forward to growing the number of local unions awarded next year and encourages all U.S. Locals to prioritize the significant role IATSE PAC plays in the advancement of the economic and social well-being of the IATSE membership.

Please contact the Political/Legislative Department ([polleg@iatse.net](mailto:polleg@iatse.net)) with any questions about your Local's standing with regard to this award program.



### IATSE PAC LOCAL SOLIDARITY AWARDS

#### PLATINUM

##### LOCAL 2 and LOCAL 8

15 percent of Local members giving and \$15,000 contributed

#### GOLD

##### LOCALS 21, 44, 592, 600, 631, 764, AND 798

10 percent of Local members giving or \$10,000 contributed

#### SILVER

##### LOCALS 16, 28, 52, 728, 751, 800, 839, AND 892

7.5 percent of Local members giving or \$7,500 contributed

#### BRONZE

##### LOCALS ONE, 26, 121, 154, 476, 491, 695, 705, AND 720

5 percent of Local members giving or \$5,000 contributed

*\*\*Minimum thresholds to qualify: more than 1 percent of Local members contributed and more than \$250 total annual contributions*





# MOTION PICTURE & TELEVISION PRODUCTION

## AVATAR VISUAL EFFECTS WORKERS CELEBRATE THEIR FIRST CONTRACT

In 2023, artists working on James Cameron's Avatar sequels at Lightstorm Entertainment reached out to the IATSE, looking to discuss organizing. IATSE organizers met with the workers and learned about their workplace, with many of the crew having worked at TCF 27 Productions for many years on previous Avatar movies.

After months of meetings and organizing discussions, in December of that year, the VFX workers filed for election to unionize with IATSE and the crew prevailed in a ballot count on January 30th.

On June 27th, 2024, the organizers successfully executed their first ever on-field visit by an IATSE VFX union rep at a Lightstorm Food Truck event located in Manhattan Beach, CA. VFX union shirts and pins were distributed to the crew to show their strength in solidarity at their first structure test. These workers faced continued threats of outsourcing and replacement and were strident in their collective defense of these jobs.

After electing a bargaining committee, these workers attended the intensive bargaining committee training provided by the Education Department. In multiple bargaining committee sessions, aided by information learned through a contract survey sent to the unit, the committee identified their core priorities: increased wage minimums, access to MPIPHP healthcare and retirement benefits, layoff and recall rights, displacement pay protections and codifying existing practices (such as vacation pay and holidays).

Contract negotiations for the visual effects team working on the Avatar sequels began on September 13, with International Vice President and Department Director of Motion Picture and Television Production Michael F. Miller, Jr. at the helm leading negotiations with Assistant Department Director and International Vice President Vanessa Holtgrewe, Special Representative Ben Speight, and International Representative Maggie Kraisamutr standing alongside the nine elected members of the TCF 27 Productions VFX Union Negotiations Committee.

As the months wore on, frustration over the pace of the company's responses mobilized the unit to take collective action in a four hour phone bank to help prepare for an IATSE Day of Visibility at the company holiday party in December. Members of the unit wore their VFX Union shirts proudly. The motivation of members in the bargaining unit to achieve a fair contract remained high as they continued to engage in 1-on-1 conversations, attended informative webinar updates to the unit, and exercised

their right to take concerted and strategic collective actions with the goal of achieving a fair union contract.

Through the visible strength of this crew, negotiations proceeded and were finally concluded on Jan. 16th, 2025.

This first agreement is rich with provisions and protections. There are preferential rehiring rights, without a loss of pay and protection for their current guarantee of twelve hours per day, on future Avatar films for current bargaining unit employees; MPIPHP benefits, retroactive to August 1, 2024; wage increases in year two and three tied to the Basic Agreement annual wage increases; minimum call rates for Sixth and Seventh days of work; overtime for the first five days of the workweek, 6th, 7th day and holiday overtime pay secured; meal and rest period invasion penalties added; dismissal and displacement pay; job security protections including a fair discipline process and grievance procedure; technological change and subcontracting provisions; adopted A.I language from the Basic Agreement; and the formation of a Labor Management Cooperative Committee. Under this three-year deal, at least 1/3rd of the employees will receive a wage increase back to January 1, 2025.

Never one to rest on their laurels, the Avatar crew organized a donation drive for IATSE members impacted by the fires and the donated supplies were delivered to Local 80. Even before they were official members of the IATSE, these visual effect workers already viewed the union as family.

The negotiating committee presented a contract review townhall on Sunday, February 2nd, with ample time to answer everyone's questions. This was followed by three days of an online secret ballot. When all was said and done, the first contract for the Avatar/TCF 27 Production crew was overwhelmingly ratified with an incredible participation rate of ninety-five percent. Finally, these hardworking and talented VFX workers have not just union representation but also a union to call home.



**Pictured are the nine members of the Lightstorm Entertainment, Inc. (LEI)/Twentieth Century Fox US Productions 27, Inc (TCF 27) Negotiation Committee on their first day of negotiations on September 13, 2024, at the West Coast Office.**



# Locals Support Members Impacted by the Southern California Wildfires

**O**n Monday, January 6th, the National Weather Service issued a wind warning impacting Burbank, where the West Coast Office is located, and much of the surrounding areas. Residents were cautioned that winds would start Tuesday, January 7th at 10:00 am and last through Wednesday January 8th. Forecasters cautioned that these Santa Ana winds could reach up to 100 miles per hour.

On Tuesday, the first fire broke out in the Pacific Palisades around 10:30 am. A little after 11 am, aerial crews warned that nearby homes would be hit in minutes. The first evacuation order came at 12:07pm. “Gather people and pets and leave immediately”, it said. Because of the hurricane-force Santa Ana winds, it was reported that the fire was moving at a rate of 5 football fields per minute. With limited roads in and out of the neighborhood, there was significant gridlock, and on Sunset Blvd. people were told to abandon their vehicles and flee on foot. The fire department had to bulldoze cars in order to allow access for first responders later that day.

By 2:32 pm the fire had grown to 700 acres and burned through 2 miles. By 7:30 pm it had consumed almost 3,000 acres, reaching the center of the neighborhood.

About 40 miles away to the Northeast, the Eaton Fire broke out around 6:10 pm in the community of Alta Dena, which is nestled at the foothills of the San Gabriel Mountains above Pasadena. A county helicopter arrived on scene at 6:36 pm, but water drops were called off at 6:45 pm due to the gale force winds.

The first evacuation order went out at 7:26 pm; residents had little to no notice to evacuate.

After 10 pm, the Hurst Fire started near San Fernando, in the northern end of the Valley above Burbank. This fire started after a power line hit the ground in high winds. Unlike the first two fires, the Hurst was more quickly contained, burning about 800 acres in the end.

Arriving at the office on Wednesday morning, Vice President Mike Miller

found two members sleeping in their car in the covered parking lot. They said the first safe place that they thought of when told to evacuate was the west coast office.

Quickly, the IATSE initiated the first wave of disaster response. The Walsh/Di Tolla/Spivak Foundation Disaster Relief Fund application form was sent out by the IATSE west coast office and Locals to members. This long-standing Foundation has provided scholarships to children of IATSE members, makes charitable contributions and provides financial assistance to members impacted by national disasters across North America. Never had the Foundation seen a need like this before.

At this time, the Palisades fire was at 17,200 acres and the Eaton fire at 10,600 acres. Thousands of homes and structures were burning in both fires.





The Sunset fire started in the Hollywood Hills, burning 43 acres and triggering evacuation areas in Hollywood and surrounding areas, causing complete chaos in that densely populated part of the city.

More than 330,000 people were without power throughout the region, according to PowerOutage.us.

Nearly 400,000 people received evacuation orders or warnings by the evening of Wednesday January 8, not even two days after the first fire had ignited.

On Thursday, the Los Angeles area Locals met via zoom and immediately began planning how best to help their fellow sisters, brothers, and kin.

Local 80 had already opened their stage as a relief shelter for members and it was determined they would shift to serve as the main donation and pickup site for needed items, such as towels, water, toilet paper, diapers and much more. Locals 600 and 700 had their offices serve as drop off sites for donations, that were then transported to Local 80 for distribution.

Local 892 was already internally collecting clothing and setting up what was in essence a pop-up clothing store.

Staffed by member volunteers from a wide range of Locals, they assisted members and their families in putting together replacement wardrobes.

The Locals distributed gift cards, funded by the Locals, so affected members could shop for the items the Locals cannot supply.

The Locals realized they needed a central repository for information and resources and so the IATSE Communications Department quickly created a microsite to house this information.

On Thursday, the west coast office staff, working with the New York Office staff, identified the zip codes of burn and evacuation areas, then generated a list of members in those zip codes. This information was quickly provided to the affected heads of Locals. This targeted list allowed the Locals to reach out specifically to these members.

That list reflected more than 8,000 members in the IATSE database living in zip codes impacted by current evacuation orders and/or fire damage.

Another fire broke out, this time near the LA/Ventura County Line, burning 1,000 acres before it was finally 100 percent contained on Sunday


morning. With the MPTF campus potentially impacted, Vice President Mike Miller kept close watch on the evacuation zones for this new fire. Teamsters Local 399 and the IATSE Los Angeles area Locals were on standby in case an evacuation was called for.

On Friday, the first joint statement from the Los Angeles area Locals was sent to west coast members. The statement encouraged members to reach out to their Local for assistance and that the Locals were working on additional support services. The Disaster Response Committee also sent a message to members.

President Loeb followed suit, sending a letter to all members informing them about the southern California fires resources and relief website and information about both donating and accessing the Walsh/Di Tolla/Spivak Foundation Disaster Relief Fund.

Days after the fires started, the Palisades Fire was six percent contained, having burned 19,978 acres, the Eaton fire was three percent contained and had burned 13,690 acres. Winds were still at 70mph in some areas.

Jim Revis of Local 871 and Marcy Brookes of Local 884 jointly created a



google doc for volunteers to sign up, indicating if they had a truck to help, and potentially housing, and the information collected was shared with the locals. Tobey Bays of Local 44 created a Fire Relief Intake Form which was converted to a fillable PDF.

The Locals worked together to create checklists for both volunteers and members. For those assisting members, the google doc covers everything a volunteer should collect from the affected member, such as specifics of what the member needs at this time, emotional support resources available, and financial relief processes and resources. For a member's personal use, another checklist was created. It covers steps to obtain records, best practices for documentation, aid, tax relief, how to cancel various utilities and accounts, first steps for dealing with home insurance, legal resources, and scam awareness.

From the time a call went out for donations, housing and help, hundreds of members from every Local stepped up and volunteered in whatever ways they could.

Sunday January 12<sup>th</sup>, the Los Angeles area Locals sent another letter to

members with updates about collection of goods and resources for members.

By Friday, District Two had committed \$15,000 to the relief efforts and other Districts were lining up their donations as well. Locals continued to donate money so gift cards were available for those displaced. By the weekend, the Los Angeles area locals had raised over \$21,000 for financial assistance.

Vice Presidents Miller and Holtgrewe, Retired Vice President Davis and Representative Shipley, the Heads of the affected IATSE Locals, Teamsters Local 399 and the Basic Crafts were meeting daily with updates and plans. It was determined members needed resources, and fast. The group began planning to host a Resource Fair the following Thursday.

On Wednesday, the day before the Resource Fair, the first batch of checks from the Walsh/ DiTolla/Spivak Foundation were cut and \$64,773 in aid was sent to the west coast office.

Staff revised the zip code list and identified members in current evacuation and burned areas. With a number of zip codes downgraded from mandatory evacuation zones for the Eaton Fire, and, as the Palisades Fire moved eastward and up over the

mountains towards the Valley, more zip codes were added; this list reflected 5,558 members living in zip codes impacted by current evacuation orders.

The National Weather Service warned of winds up to 65mph for the first part of Wednesday.

On Thursday, the Resource Fair took place at Local 80. Vendors included the West Coast Office staff and Representatives, who processed a steady stream of requests for the Walsh/Di Tolla/Spivak Foundation, MPI, LA County Assessor's Office, MPTF, ECF, the U.S. Small Business Administration, insurance advice was available from a practicing lawyer (whose husband is a Local 80 member), Labor Community Services provided various ways to access financial relief, as well as Airbnb vouchers, Zello, Teamster Disaster Relief, UnionPlus, First Entertainment Credit Union and Optum Mental Health crisis counselors. Catering was provided by a Teamster Local 399 member. Studio Teachers from Local 884 staffed a children's play area, and Local 706 makeup artists were on hand for facepainting to entertain any children in attendance.

Senator Schiff assisted Vice President Miller with a connection to





the U.S. Small Business Administration. Retired Vice President Thom Davis's local political connections were also instrumental in getting the county Assessor to attend.

Over 70 staff and volunteers from the Locals were on hand to assist members. In the end, 112 members attended, and with their partners and families in attendance, the catering tables were full of people sharing stories and coming together to bond over this shared tragedy.

Feedback from the event was an overwhelming gratitude for trusted information that had been vetted by the union available in one place.

On Friday, the first distribution of checks from the Walsh/DiTolla/Spivak Foundation were available to members on the west coast. Vice Presidents Miller and Holtgrewe met with the members who chose to pick up their check at the west coast office. They heard of people fleeing their homes with little to no warning of the approaching fires, the struggle to identify next steps, mourning for communities lost, and powerful acts of kindness from friends, family and union kin.

So that the Locals could quickly reach out to newly impacted members,

the IATSE continued to identify members affected via their zip codes as additional fires broke out. The Motion Picture Television Fund and the Entertainment Community Fund hosted webinars to address issues such as best practices for dealing with insurance companies, FEMA, and accessing resources. Afterwards, those recorded sessions were made available online.

Long term housing quickly became a key priority for many members who lost their homes. Owned by a Teamsters Local 399 member, the company Zello shifted their focus from launching its new entertainment business to partnering with major Hollywood Studios, the Motion Picture and Television Fund, Hollywood crew members and industry leaders to provide critical support to families in need. The company repurposed its new headquarters into the Zello Infrastructure Support Center, a centralized donation and resource hub designed to assist those devastated by the fire. They are donating temporary housing, secure storage spaces and resources free of charge to families who have lost their homes. Local 44 members helped source furniture and home goods from prop houses and productions that are cleaning

out their stages. Union volunteers from many locals moved the large items into member's new accommodations.

As of March 10, 2025, the Walsh/DiTolla/Spivak Foundation has assisted 341 members and issued checks totaling \$914,331.37. Applications for assistance continue to arrive daily.

Through donations from Locals across the United States and Canada, Districts and individuals just over \$1.0 million has been raised.

The Los Angeles area Locals have raised more than \$85,500 and out of that amount, \$55,000 in gift cards were purchased in support of industry workers impacted by the fires.

Local volunteer signup link had more than 1,000 responses from members.

Calfire estimates over 10,000 structures have been destroyed with 27 fatalities. 40,325 acres burned, which is over 63 square miles. For reference, Manhattan is only about 14,600 acres, while Washington DC is about 43,700 acres.

This disaster will take years for California to recover from. The Locals know they are in this for the long haul and their commitment to their members embodies the strength and unity of this union.



# HEARTFELT THANKS TO ALL WHO CONTRIBUTED TO THE WALSH/DI TOLLA/SPIVAK FOUNDATION IN AIDING MEMBERS AFFECTED BY THE SOUTHERN CALIFORNIA WILDFIRES

CONTRIBUTIONS RECEIVED AS OF MARCH 10, 2025

ALICE ADAMS	ROCHELLE BROWN	FRANCESCA DE LA FUENTE	ROBERT GALBREATH	ALYSON HUI	JONAS LOEB
CATE ADAMS	TONI BURNS	DE LA FUENTE	SARAH GALLEY	JOHN HULL	MATTHEW D. LOEB
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HOPE ARDIZZONE	TREVOR CARROLL-COE	LESLIE DEPREE	SCOTT GERWITZ	ROBERT JOSEPH	ERIN LUTZ
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DANIEL BERGER	KEVIN COOK	DANIEL EVANS	MELODY HARROP	PETER KURLAND	ERYN MEKASH
HOWARD BERGER	REBECCA COOK	SIM EZZES	AARON HARTMAN	MARGARET LABOMBARD	CHARLES MELTON
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NGINA BOWEN	PAUL DANA	LINDA FLOWERS	GRACE HSIU	POPPY LIU	HARRIET MORGANSTEIN
DANIEL BRADFORD	WENDY DAVIDSON	JOHN R. FORD	YUAN HUA	MIKE LIVANOS	THERESA MORROW
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JAMES MURRAY	HEATHER	JUSTIN SPAETHE	STEPHEN WOODS	IATSE LOCAL 311	IATSE LOCAL B-27
JENNIFER MYERS	RICHARDSON-ALBEE	BEN SPEIGHT	RICHARD WREN	IATSE LOCAL 317	IATSE LOCAL B-173
CHRISTOPHER NAPOLITANO	SARA RINEY	NOELLE STEVENSON	HANS YANG	IATSE LOCAL 412	IATSE LOCAL B-192
ROB NASH	FERNANDO RODRIGUEZ	CAROLINE	MELISSA YONKEY	IATSE LOCAL 423	ALEXIS GRECKI & VICTORIA GRECKI
JULIA NEVILLE	MICHAEL RODRIGUEZ	STEVENS-SOMMERS	SARA YUFA	IATSE LOCAL 476	CARLOS COTA & GLORIA COTA
THOA T. NGUYEN	HELEN ROJAS	JOHN SULLIVAN	DEANNA ZIBELLO	IATSE LOCAL 477	CHAIM KANTOR, ZEIGNER & MARILYN
JON NICHOLSON	JOHN ROONEY	LARISSA SUPPLITT	IATSE DISTRICT 2	IATSE LOCAL 479	CHRISTOPHER O'DONNELL & ELIZABETH CALL
CHRISTINA M. NICKAS	FINLAY ROSS	FRANK TAYLOR	IATSE DISTRICT 4	IATSE LOCAL 481	CPS OPERATIONS
ALLAN NOVAK	WALTON ROWELL	JEFFREY TAYLOR	IATSE DISTRICT 7	IATSE LOCAL 484	DAVID & DOMINIQUE BLY
KEIKO OBREMSKI	LORI RUBINSTEIN	DIANE THOMAS-HOLLADAY	IATSE DISTRICT 8	IATSE LOCAL 487	FIRST ENTERTAINMENT
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VIRGINIA L. OHNESORGE	CHRISTINE RUDAKEWYCZ	MARIELLE THORNE	IATSE LOCAL ONE	IATSE LOCAL 490	HOOFCASE LLC
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MIGUEL ONGPIN	CYNTHIA SALAZAR	HELEN TOTH	IATSE LOCAL 3	IATSE LOCAL 493	JOHN T. TUCKER & CARL J. MULERT III
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ELISA PABON	SCOTT SALTZMAN	PETER TUTEUR	IATSE LOCAL 11	IATSE LOCAL 504	JUSTIN AND CRISA CASTRO
AMY PAGE	DAVID SAMMONS	ELOISE TWINING	IATSE LOCAL 15	IATSE LOCAL 536	MEN MINUTE INC.
BARBARA PALMIERI	KARI SANBURG	CATHERINE R. VALDOVINO	IATSE LOCAL 16	IATSE LOCAL 665	NOAH HAWLEY AND BRITTANY KYLE
ROCCO PALMIERI	JOANNE SANDERS	ZOE VAN DIJK	IATSE LOCAL 21	IATSE LOCAL 669	PATRICK REYNOLDS & LAURIE REYNOLDS
GIO PAREDES	MARC SANDMAN	JONATHAN VANDERBURG	IATSE LOCAL 22	IATSE LOCAL 695	ROB MILBURN & AMY MORTON
EMERSON PARKER	LAUREN SANDOVAL	LYNTON VANDERSTEEN	IATSE LOCAL 27	IATSE LOCAL 700	ROXIE THEATER
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PHILIP PERKINS	JACOB SELDES	JOSEPH VREDENBURG	IATSE LOCAL 58	IATSE LOCAL 764	ANONYMOUS 1
SETH PESCHANSKY	PAUL SHEPARD	CORY WALKER	IATSE LOCAL 59	IATSE LOCAL 769	ANONYMOUS 2
DOUGLAS PETITJEAN	JOE SHORT	JIMMY WARD	IATSE LOCAL 62	IATSE LOCAL 784	
HELEN POLLAK	MICHAEL SHORT	ROBERT WARNER	IATSE LOCAL 80	IATSE LOCAL 798	
HOPE PORDY	MARK SHOW	DEBRA K. WEBER	IATSE LOCAL 85	IATSE LOCAL 822	
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INGRID PRICE	PARKER SHULTZ	BRIAN WELLS	IATSE LOCAL 110	IATSE LOCAL 830	
CONRAD RADZIK	JOSEPH SIBLEY	MARC WHIPPLE	IATSE LOCAL 114	IATSE LOCAL 834	
JAMES RAINEY, JR.	LINDA SIMPKINS	JACOB WHITE	IATSE LOCAL 115	IATSE LOCAL 839	
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EDWARD RAYMOND	MICHAEL SKIERSCH	DENNIS WIENER	IATSE LOCAL 122	IATSE LOCAL 873	
MICHAEL REAGAN	MARTHA SMITH	GIGI WILLIAMS	IATSE LOCAL 129	IATSE LOCAL 883	
SAMANTHA REESE	SKYE-ANNE SMITH	MELISSA WILLIAMS	IATSE LOCAL 154	IATSE LOCAL 891	
PATRICIA REGAN	JULIE SOCASH	ALEXANDRA WOOD	IATSE LOCAL 181	IATSE LOCAL 892	
RACHEL KIMBERLY RICHARDSON	CHRISTINA SOTTA	CORY WOOD	IATSE LOCAL 209	IATSE LOCAL 893	
	GREGORY SOWIZDRZAL	JAMES B. WOOD	IATSE LOCAL 210	IATSE LOCAL 904	
			IATSE LOCAL 212	IATSE LOCAL 917	
			IATSE LOCAL 295	IATSE LOCAL 938	
			IATSE LOCAL 306	IATSE LOCAL 18032	



# **SOLIDARITY SECURITY PROSPERITY**



**70TH QUADRENNIAL CONVENTION  
TO BE HELD IN HONOLULU, HAWAII,  
JULY 28 — AUGUST 1, 2025**

## **COUNTDOWN TO THE CONVENTION**

In accordance with Article Three, Section 1 of the International Constitution, this Alliance shall meet in Convention July 28- August 1, 2025. The following pages provide information which will be useful to delegates preparing to participate in the 70th Quadrennial Convention. Also be sure to refer to the Message of the General Secretary-Treasurer on page 7 of this issue of your Official Bulletin for additional Convention-related details.



# DISTRICT CONVENTION SCHEDULE

Conventions of all thirteen Districts of the Alliance will be held at the Sheraton Waikiki, the Royal Hawaiian Hotel (RH) and the Moana Surfrider Hotel (MS) in Honolulu Hawaii, on Sunday, July 27, 2025. Listed here is a schedule of the start times of each District Conventions and the respective meeting rooms.

## **DISTRICT NO. 1**

(Montana, Idaho, Oregon,  
Washington & Alaska)  
Secretary-Treasurer:  
Jennifer Bacon  
The Parlor (MS)  
9:30 a.m.

## **DISTRICT NO. 2**

(California, Nevada,  
Arizona & Hawaii)  
Secretary-Treasurer:  
Anthony Pawluc  
Moloka'i Room  
8:30 a.m.

## **DISTRICT NO. 3**

(Maine, New Hampshire,  
Vermont, Massachusetts,  
Rhode Island & Connecticut)  
Secretary-Treasurer:  
Patrick Keogh  
Regency 1 (RH)  
9:30 a.m.

## **DISTRICT NO. 4**

(Pennsylvania, Delaware,  
Maryland, Virginia, West  
Virginia & District of Columbia)  
Secretary-Treasurer:  
David O'Ferrall  
Waialua Room  
10:00 a.m.

## **DISTRICT NO. 5**

(Wyoming, Colorado,  
Utah & New Mexico)  
Secretary-Treasurer: Bryant Preston  
Regency 3 (RH)  
9:30 a.m.

## **DISTRICT NO. 6**

(Texas, Oklahoma & Arkansas)  
Secretary-Treasurer: Jon Lowe  
Regency 2 (RH)  
9:30 a.m.

## **DISTRICT NO. 7**

(Tennessee, Alabama, Georgia,  
North Carolina, South Carolina,  
Mississippi & Louisiana)  
Secretary-Treasurer:  
Andrew Oyaas  
Wai'anae Room  
10:00 a.m.

## **DISTRICT NO. 8**

(Michigan, Indiana, Ohio &  
Kentucky) Secretary-Treasurer:  
Tom Guidugli  
O'ahu Room  
10:00 a.m.

## **DISTRICT NO. 9**

(Wisconsin, Iowa, Illinois, Missouri,  
Minnesota, North Dakota, South  
Dakota, Nebraska & Kansas)  
Secretary-Treasurer:  
Frank Taylor  
Kahuku Room  
10:00 a.m.

## **DISTRICT NO. 10**

(New York & New Jersey)  
Secretary-Treasurer:  
Greg Hancox  
Lana'i Room  
8:30 a.m.

## **DISTRICT NO. 11**

(Ontario, Quebec, Prince  
Edward Island, Nova Scotia,  
New Brunswick, Newfoundland  
& Labrador)  
Secretary-Treasurer:  
Zoe Dempster  
Moana Ballroom 1 (MS)  
8:30 a.m.

## **DISTRICT NO. 12**

(Manitoba, Saskatchewan,  
Alberta, British Columbia,  
Yukon, Northwest Territories  
& Nunavut)  
Secretary-Treasurer:  
Amanda Bronswyk  
Moana Ballroom 2 (MS)  
8:30 a.m.

## **DISTRICT NO. 14**

(Florida, Puerto Rico &  
the U.S. Virgin Islands)  
Secretary-Treasurer:  
Kimberly Holdridge  
Honolulu Room  
8:30 a.m.

## A PAPERLESS CONVENTION

At this year's Convention, the IA is using a Convention specific website that will be geared towards you, the delegate ([www.iaatseconvention.com](http://www.iaatseconvention.com)). This website will contain all the information pertinent to the Convention, and a complete schedule of events with the capability to add the events to your devices calendar.

Another feature will be a password protected documents section that will provide access to all Convention-related documents. The website will be

formatted to be viewed on all devices, from PC's and laptops to smartphones and tablets.

Please return this form with the duplicate (gold) portion of your credentials and you will receive your login information for the documents section when you submit the original (white) portion of your credentials at the time of final registration, in the office of the General Secretary-Treasurer at the Sheraton Waikiki Hotel. Registration will be open from 8:00 a.m. July 24, 2025 until 6:00 p.m. July 30, 2025.

## SUBMISSION OF RESOLUTIONS

As per Article Three, Section 8 of the International Constitution and Bylaws:

*"All resolutions or amendments to be submitted to the Convention shall be filed with the General Office in duplicate and in typewritten form at least fifteen (15) calendar days prior to the opening of the Convention, unless the same is submitted by or with the consent of the General Executive Board or by the unanimous consent of the delegates. However, if any such resolutions or amendments originate at a District Meeting during the week preceding the opening of the Convention, the same may be submitted before 6:00 p.m. of the Monday on which the Convention convenes.*

*None but duly accredited delegates to the Convention shall be eligible to introduce resolutions to the Convention.*

*No resolution shall be introduced to the Convention unless approved by a majority of the Local's Convention delegates. If a majority of any one Local's delegation endorses a resolution, individual delegates from other Locals may endorse it without majority approval of their home Local's delegation."*

Any resolutions that are submitted must therefore arrive in the General Office by 5:00 p.m. EDT on Monday July 14, 2025 and must contain the signatures of the delegates.

Any resolutions submitted through District action will need to be submitted by the District Secretary via email to the General Secretary-Treasurer no later than 6:00 p.m. HST on Monday July 28, 2025.



## PAST CONVENTIONS

1st.....	New York, NY .....	1893	36th.....	Columbus, OH.....	1942
2nd .....	Chicago, IL .....	1894	37th.....	St. Louis, MO.....	1944
3rd .....	Boston, MA .....	1895	38th.....	Chicago, IL .....	1946
4th .....	Detroit, MI .....	1896	39th.....	Cleveland, OH.....	1948
5th .....	Buffalo, NY .....	1897	40th.....	Detroit, MI .....	1950
6th .....	Omaha, NE.....	1898	41st.....	Minneapolis, MN .....	1952
7th .....	Cincinnati, OH .....	1899	42nd .....	Cincinnati, OH .....	1954
8th .....	Brooklyn, NY.....	1900	43rd.....	Kansas City, MO.....	1956
9th .....	Toledo, OH.....	1901	44th.....	St. Louis, MO .....	1958
10th.....	Norfolk, VA.....	1902	45th.....	Chicago, IL .....	1960
11th .....	Columbus, OH.....	1903	46th.....	Las Vegas, NV.....	1962
12th .....	Milwaukee, WI .....	1904	47th.....	Louisville, KY .....	1964
13th .....	Pittsburgh, PA .....	1905	48th.....	Detroit, MI .....	1966
14th.....	Boston, MA.....	1906	49th.....	Kansas City, MO .....	1968
15th.....	Norfolk, VA.....	1907	50th.....	Cincinnati, OH .....	1970
16th .....	Minneapolis, MN .....	1908	51st.....	Milwaukee, WI .....	1972
17th .....	Springfield, OH .....	1909	52nd .....	Los Angeles, CA.....	1974
18th.....	Washington, DC .....	1910	53rd.....	Minneapolis, MN .....	1976
19th.....	Niagara Falls, NY .....	1911	54th.....	Hollywood, FL.....	1978
20th.....	Peoria, IL .....	1912	55th.....	Hollywood, FL.....	1980
21st.....	Seattle, WA.....	1913	56th.....	Winnipeg, MB.....	1982
22nd .....	Chicago, IL .....	1915	57th.....	Bal Harbour, FL.....	1984
23rd.....	Cleveland, OH.....	1917	58th.....	Hollywood, FL.....	1986
24th.....	Ottawa, ON.....	1919	59th.....	Reno, NV .....	1988
25th.....	Cleveland, OH.....	1920	60th.....	Hollywood, FL.....	1990
26th.....	Cincinnati, OH .....	1922	61st.....	New York, NY .....	1993
27th.....	Cincinnati, OH .....	1924	62nd .....	Miami, FL.....	1995
28th.....	Cleveland, OH.....	1926	63rd.....	Toronto, ON.....	1998
29th.....	Detroit, MI .....	1928	64th.....	Chicago, IL .....	2001
30th.....	Los Angeles, CA.....	1930	65th.....	Honolulu, HI .....	2005
31st.....	Columbus, OH.....	1932	66th.....	Orlando, FL.....	2009
32nd .....	Louisville, KY .....	1934	67th.....	Boston, MA.....	2013
33rd.....	Kansas City, MO.....	1936	68th.....	Hollywood, FL .....	2017
34th.....	Cleveland, OH.....	1938	69th.....	Virtually Held.....	2021
35th.....	Louisville, KY .....	1940			

# FREQUENTLY ASKED QUESTIONS

## WHAT ARE THE DATES OF THE CONVENTION?

The Convention will convene on Monday, July 28 and conclude on Friday, August 1, 2025. There will be a General Executive Board meeting the week preceding the Convention from July 21 – 25, 2025.

## WHEN DO I GET MY CREDENTIALS PACKET?

Credentials packets will be mailed out to all local unions starting April 14, 2025, only if the Local has submitted the Quarterly Report for the 1st Quarter of 2025 and purchased per capita stamps for the 1st and 2nd quarters of 2025. Delegates elected by their Locals will receive their credentials in the packet.

## WHEN SHOULD I ARRIVE?

There will be an Education Session on Saturday, July 26th commencing at 1:00 p.m. as well as the Delegate Orientation and Young Delegate Event in the evening. All District Conventions will be held in the morning of Sunday, July 27th. An IATSE-PAC Reception will be held on Sunday night (Contributions are required for those that attend). The main session will be Called to Order at 9:00 a.m. on Monday, July 28th.

## CONVENTION ATTIRE

In recognition of the 70th Quadrennial Convention being held in Hawaii, the dress code for delegates is smart casual. Acceptable attire includes jeans, khakis, Aloha shirts, knee-length shorts, sneakers, and sandals (excluding flip-flops). While the atmosphere is relaxed, delegates are encouraged to maintain a polished yet comfortable appearance, ensuring that clothing remains appropriate for a workplace setting.

## WHEN CAN I REGISTER AS A DELEGATE?

Final registration begins on Thursday, July 24, 2025 at 8:00 a.m. and will continue until Wednesday, July 30, 2025 at 6:00 p.m. in the Kahala/Kona Rooms at the Sheraton Waikiki Hotel.

## WHAT DO I NEED TO REGISTER?

If you are registering at the Convention, you will need to bring with you the original (white) portion of the credential, W-9 form, Convention Transportation

and Per Diem Bill and a copy of your airline ticket (unless you have booked your ticket on the Master Account).

## DOES THE IA PAY FOR MY HOTEL ROOM?

While the International does not directly pay hotel costs, the compensation monies are what most delegates use to pay for accommodations.

## HOW MUCH IS THE COMPENSATION?

As per the International Constitution, each duly accredited delegate shall be entitled to collect compensation at a minimum of \$200.00 per day with a maximum of ten days. The total compensation (\$2,000.00) shall include all ground transportation and incidentals, during service as a delegate. It is possible that the Audit and Finance Committee may recommend an increase in this amount.

## CAN I LEAVE THE CONVENTION EARLY?

The Election of Officers (if there is an election) will take place Friday, August 1, 2025 from 8:00 a.m. to 12:00 p.m. In order to be eligible to collect compensation and transportation a delegate must be able to prove that they have voted in the election if one has been held. Therefore, if you plan on booking a flight home on Friday ensure you will have sufficient time to vote.

## WHEN CAN I MAKE MY TRAVEL ARRANGEMENTS?

In order for a delegate to have the charges for an airline reservation charged to the IATSE Master Account, the duplicate (gold) portion of the credentials must have been received in the General Office.

The convention website ([www.iatseconvention.com](http://www.iatseconvention.com)) contains a convention travel request form that needs to be completed if you want the cost of your ticket to go on the Master Account. Once verification has been made that you are a registered delegate and your credentials have been received, the information will be forwarded to the travel agent. Upon completion of the reservation, the cost of the airline ticket will go on the IATSE Master Account and an email confirmation will be sent to you.



You may also make your travel arrangements on your own, but you would be responsible for payment and would not be reimbursed until after the Convention.

## LOCAL UNION REPRESENTATION

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

The following chart can be utilized for easy reference:

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

*(continue in similar fashion)*

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

## CREDENTIALS

The President and Secretary of the Local as well as the delegate must sign the credential certificates. The original (white) portion of the credential is to be given to the delegate and the duplicate (gold) portion of the credential must be mailed to the General Office in New York. Failure to complete the credentials in their entirety will result in the credentials being returned.

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

In order to complete the registration process, delegates are required to file the original (white) portion of the credential with the Office of the General Secretary-Treasurer upon arrival in Honolulu.

## ALTERNATE DELEGATES

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

## ORIENTATION FOR DELEGATES

In keeping with past Convention practice, the Delegate Orientation session will be held on Saturday, July 26, 2025 at 7:00 p.m. in the Molokai Ballroom at the Sheraton Waikiki. This meeting will provide all delegates with an overview of the schedule for Convention Week, as well as provide a forum for delegate's questions to be answered regarding procedures and policies of the upcoming Convention.

## CONVENTION MEMORIAL SERVICE

As part of our 70th Convention, an Interfaith Memorial Service will be held during Convention week. This Service memorializes our departed brothers and sisters. A Memorial Booklet will be printed with the names of deceased brothers and sisters, and distributed at the Service. This Booklet is compiled from local unions' Quarterly Reports from the 2nd Quarter 2021 to the 1st Quarter 2025. The service will take place at noon on Tuesday, July 29th 2025 in the Monarch Room of the Royal Hawaiian Hotel.

## NOTICE TO 50-YEAR DELEGATES

Any member of the Alliance who was a delegate to the 1974 International Convention in Los Angeles, California and will also be a Delegate to the upcoming 2025 Convention, is urged to send in your credentials as early as possible in order that your 50-year Delegate Award can be prepared. Please include a note along with the credential indicating that you will be a 50-year delegate

# CONVENTION ACCOMMODATIONS

For those delegates that have attended past Conventions, the hotel accommodations for the 70th Quadrennial Convention will be slightly different. The growth of our Convention combined with sleeping room and meeting space limitations at the properties in Honolulu mean that not only will meetings and events be taking place at more than one hotel but sleeping rooms will also be available across four separate properties.

The General Executive Board meeting that occurs the week prior to the Convention and the main Convention Hall itself will take place at the Sheraton Waikiki. This hotel will also house the General Office and the Registration Office for the Convention as well as be the site of many other meetings and events.

However, there will also be several events, caucus meetings, IATSE Committee meetings and District meetings held at the other three hotels.

As can be seen from the graphic below, the Royal Hawaiian Hotel is right beside the Sheraton Waikiki and the Sheraton Princess Kaiulani Hotel is directly across the street from the Moana Surfrider. While the Princess Kaiulani is the furthest distance from the Sheraton Waikiki it is only a 5-7 minute walk.

Further hotel descriptions and room rates are on the other side of this flyer.

Reservations can be made starting at noon EDT on April 28, 2025 and the link will be posted on the Convention website ([www.iatseconvention.com](http://www.iatseconvention.com)). The reservation cut-off date is June 14, 2025.







### SHERATON WAIKIKI

Waikiki's transformed, contemporary resort has completed its multiyear renovation with refreshed guest rooms, lobby spaces, and shopping experiences. The award-winning Helumoa Playground features two freshwater swimming pools and oceanfront cabanas. Extensive event space includes one of the largest hotel ballrooms in Waikiki as well as intimate suite and breakout spaces with spectacular ocean views. Paired with beautiful outdoor event spaces, this vibrant landmark hotel is perfect for groups searching for the ideal gathering experience.

ROOM RATES	SINGLE/DOUBLE
CITY VIEW	\$405
PARTIAL OCEAN VIEW	\$435
OCEAN FRONT	\$455



### MOANA SURFRIDER, A WESTIN RESORT & SPA

Widely known as the "First Lady of Waikiki," the historic resort first opened its doors in 1901 with a graceful blend of Victorian elegance and contemporary comfort. Nestled between vibrant Kalakaua Avenue and the white sands of Waikiki Beach, the hotel features a private section of beach, pool, and live music under the iconic banyan tree. Experience Victorian tea on the veranda, oceanfront Moana Lani Spa and wellness programming, and a remarkable historic tour.

ROOM RATES	SINGLE/DOUBLE
TOWER OCEAN	\$505



### THE ROYAL HAWAIIAN, A LUXURY COLLECTION RESORT

Opened in 1927 and known as the "Pink Palace of the Pacific," this resort offers exquisite accommodations in the landmark Historic Wing and Mailani Tower. It truly embodies Hawaii's allure and rich culture. Embark on an epicurean journey in the award-winning Mai Tai Bar and Azure Restaurant, with views of Diamond Head. The intimate pool and private beach feature the resort's signature pink umbrellas while lush surrounding gardens, historic elements, and stunning façade define the Waikiki skyline.

ROOM RATES	SINGLE/DOUBLE
HISTORIC GARDEN	\$405



### SHERATON PRINCESS KAIULANI

Sheraton Princess Kaiulani is in the heart of Waikiki, and honors the legacy of Ainalahau Estate, once home to Hawaii's beloved Princess Victoria Kaiulani. Conveniently located at the corner of Kalakaua and Kaiulani Avenues, adjacent to International Market Place, the hotel exudes gracious Hawaiian hospitality and is steps away from world-famous Waikiki Beach.

ROOM RATES	SINGLE/DOUBLE
TOWER OCEAN	\$290



## REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE JANUARY 17, 2025

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 12:00 p.m. EDT on Friday, January 17, 2025 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  
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 International Trustee and Chair, Disaster Relief Committee Andrew Oyaas, Communications Department Director Jonas Loeb, and General Counsel Samantha Dulaney.

### STAGECRAFT: MAJOR ORGANIZING CAMPAIGNS

President Loeb requested Vice President Barnes to update the Board on the off-Broadway organizing campaigns begun in 2024. Vice President Barnes reported on the Atlantic Theater, Public Theater, Little Shop of Horrors, Titanique, and The Vineyard campaigns. In each, the workers voted overwhelmingly for IATSE representation. Regarding the Atlantic Theater, the bargaining parties began negotiating in July 2024. The negotiations have been stymied by the employer's position, including conduct of its legal counsel.

Specifically regarding the Atlantic Theater, the bargaining parties began negotiating in July 2024. The IATSE has negotiated in good faith but has been met with take-it-or-leave-it responses.

The International held a rally at the Atlantic Theater on Wednesday, January 8, 2025, which was supported by the stage workers, as well as other unions and guilds in New York City. The event

was attended by IATSE International Officers and Representatives, local unions and politicians. It received favorable and broad media coverage.

The bargaining parties met on January 10 and 12, 2025. On January 12, the Atlantic Theater Company management demanded several provisions before continuing its further obligations to bargain with the International. The Union initially countered the employer's proposal, but management indicated they were not willing to move off their demands in full. The negotiations broke down due to the employer's bad faith negotiating. The Union continues to await a counter proposal from the Atlantic.

The Union believes this behavior from management constitutes an unlawful failure to negotiate in good faith. The International has filed unfair labor practice charges with the Federal Government. These charges were a motivating factor for the crew going on strike ahead of the 2:00 p.m. matinee on January 12th. In turn, the Atlantic management chose to cancel its January 12th performances, rather than negotiate with its workers for a fair agreement that will enable the shows to go on.

The Union remains committed to reaching a fair deal for the workers who make Atlantic Theater's productions possible.

### TRADESHOW: LABOR- MANAGEMENT RELATIONS ENCORE

President Loeb requested Vice President Carlos Cota describe the current state of the International's, and various local unions', collective bargaining



relationship with Encore. Vice President Cota explained that relations with Encore are more problematic and adversarial than they were when the parties first negotiated their collective bargaining agreements. He described the complicated situation with Encore in different markets with different local unions. In order to deal with the present challenges, the Tradeshow and Stagecraft Departments along with local unions are exploring all options available to improve the relationship with Encore. Vice President Apple Thorne agreed with Vice President Cota's assessment and added that in Las Vegas the connection with Encore has been altered given the numerous grievances and issues which now characterize the collective bargaining relationship.

## **SOUTHERN CALIFORNIA WILDFIRES**

President Loeb, General Secretary-Treasurer James Wood and Vice President Michael F. Miller, Jr. updated the Board on the International's response to the tragic fires which have been raging in Southern California since the beginning of the year. President Loeb began by acknowledging the loss of life, the immeasurable human suffering, as well as the physical, emotional and economic toll as a consequence of these fires. He stated that the stories are heart wrenching and have gripped the global community. He reported that shortly after January 7th when the Palisades, Eaton/Altadena fires began, he spoke to General Secretary-Treasurer Wood to engage the Walsh DiTolla Spivak Fund. They contacted Vice President Miller in the West Coast Office to discuss the situation and the impact to

members. President Loeb also mobilized the Disaster Response Committee including International Trustee Andrew Oyaas to coordinate the provision of assistance to affected members. Finally, he requested the IATSE Communications Department compile into one section on the website information for members dealing with the ever-changing emergency.

General Secretary-Treasurer Wood reported that the International's IT Administrator James Rainey and Assistant to the General Secretary-Treasurer Wesley Vega cross-checked member zip codes against evacuation areas which enabled the International to reach out to members directly and immediately, in real time as part of the Union's rapid response. This ability to target members by zip code has been crucial in delivering immediate assistance. Secretary-Treasurer Wood also advised on the tangible ways donations may be made to assist members impacted by the fires.

The International also created a webpage <https://iatse.net/socal-fires> with:

- Up-to-date guidance for members who have lost their homes or been forced to evacuate.
- Information on shelter options and financial aid opportunities.
- Instructions for individuals, employers, and local unions to donate to support affected members.

General Secretary-Treasurer Wood, along with President Loeb, are two of the three trustees (the third being retired International Vice President Dan DiTolla) on the International's Walsh/DiTolla/Spivak Foundation. Secretary-Treasurer Wood reported that through

the Fund, the International is providing financial grants to members affected by the fires in the greater Los Angeles area, which are being distributed through the West Coast Office. As of the date of the meeting, one-hundred, thirty-two thousand (\$132,000) dollars had been dispersed. At meeting time, IATSE local unions, law firms, and individual donors had contributed approximately sixty-thousand (\$60,000) dollars to the WDS Fund for wildfire relief.

Vice President Miller provided further context to what is being reported in the media regarding the fires. He stated that Los Angeles usually experiences fires seasonally, but this year is unlike anything ever. At one point, there were seven different fires, including those burning in the Hollywood Hills, Eaton/Altadena and Palisades communities. Vice President Miller explained that since the morning of January 7th, the WCO and all staff have been focused on employee/staff safety and serving as a distribution/relief/gathering center for members. On January 16, the WCO held a resource fair to share in one place the help available to members. In addition to support through the International and IATSE West Coast local unions, the IATSE National Benefits and the Motion Picture Industry Health and Pension Funds are exploring ways in which they might help.

Vice President Miller expressed deep appreciation to the staff for their efforts and compassion for the members impacted by the fires. He reported that volunteerism is high at the Local levels with hundreds of members pitching in to support their union kin and communities. Several of the IATSE's West Coast local



unions have become collection/donation/relief centers providing much needed assistance and support for members, their families and communities. The WCO and West Coast local unions established a fund, which provides gift cards to members to cover immediate needs for food and clothing.

Vice President Miller expressed his gratitude to President Loeb and General Secretary-Treasurer Wood for their rapid response to address this unprecedented crisis.

Vice Presidents Damian Petti and Apple Thorne expressed their gratitude to Vice Presidents Miller and Holtgrewe and the entire WCO staff. They emphasized the importance of the zip-code targeting, with each sharing stories from members of Locals 212 and 720 who are in Los Angeles and who were evacuated. Their members received welfare calls/checks from the WCO. The members were relieved to know that the IATSE was present to help them and stated that they never felt more supported.

President Loeb stated that the plan is to help members who are in extremis in ways that are quick, agile, and nimble. He added that the International has partnered with the AFL-CIO to provide temporary housing for those rendered homeless due to the fires. He thanked Vice Presidents Miller, Holtgrewe, and the entire WCO staff for their dedicated efforts. He noted the impressive work of the IATSE West Coast local unions stating that as we did during and after the COVID-19 Pandemic, the dual Writers Guild and SAG-AFTRA strikes, the International, its Unions and Hollywood will weather this crisis too.

## **ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 12:45 p.m.

## **REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN NEW ORLEANS, LOUISIANA JANUARY 27-31, 2025**

### **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. Central Standard Time (CST) on Monday, January 27, 2025, held at New Orleans Marriott in New Orleans, Louisiana.

### **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

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-Directors of Broadcast Steve Belsky and Francis O'Hern; Assistant Director of Motion Picture and Television Production Chaim Kantor; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; International Representatives Steve Aredas, Justin Conway, Dan'l Cook, Donald Gandolini, Jennifer Halpern, Nancy Hum-Balbosa, Daniel Little, Peter Marley, Rachel McLendon, Brian Munroe, Anthony Pawluc, Bryant Preston, Jeremy Salter, Marisa Shipley, Wade Tyree, and Jason Vergnano.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putnam 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; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's Univ.-Coll. Of St. Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 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; 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; 23, State of Rhode Island; 25, Rochester, NY; 27, Cleveland-Ashtabula-Loraine Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; IN; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-MT. Clemens-Port Huron, MI; 39, New Orleans, LA; 44, Hollywood, CA; TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 53, Springfield-Pittsfield, MA; 54, Binghamton, NY; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 84, Hartford-No. Conn., CT; 100, New York, NY; 112, Oklahoma City, OK and Wichita Falls, TX; 118, Vancouver, BC; 119, San Francisco Bay Area, CA;

122, San Diego, CA; 125, Lake Porter-La Porte Counties-Fort Wayne, IN; 129, Hamilton-Brantford, ON; 143, St. Louis, MO; 161, States of NY, NJ, CT; AL, LA, MI, OH, TN, and IL; 205, Austin, TX; 209, State of Ohio; 212, Calgary, AB; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 333, Charleston-Myrtle Beach, SC; 347, Columbia, SC; 354, Tulsa-Ponca City, OK; 411, Province of Ontario; 461, St. Catharines-Welland-Niagara Falls, ON; WI; 476, Chicago, IL; 477, State of Florida; 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; 491, States of North/ South Carolina-Savannah, GA; 492, State of Tennessee; 494, Puerto Rico/U.S. Virgin Islands; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western 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; 751, New York, NY; 762, Chicago, IL; 764, New York, NY and Vicinity; 769, Chicago, IL; 772, Washington, DC; 745, Minneapolis, MN; 780, Chicago, IL; 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; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 863, Montreal, QC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; 938, British Columbia; USA829, United States; ACT, New York, NY; ADC659, Canada ATPAM, New York, NY; B27, Cleveland, OH; B192, Hollywood, CA and B778, British Columbia.

## REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood updated the Board on annual reporting matters, the 2025 Convention, construction in International offices, and updates to the International's finance systems.

## Local Union 2025 Supplies

The process of sending the 2025 supplies and membership cards to local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2024 and had purchased the full number of per capita stamps for 2024. In mid-December the retired-member cards were sent and if a local union has not received those cards then they have been lost in the mail so please contact the General Office for replacements.

As of the commencement of this General Executive Board meeting, all but 43 of 349 local unions have complied with the reporting and per capita purchase requirements and have received their 2025 supplies and membership cards.



Local unions that have not received their supplies should contact the General Office to determine which issues need to be resolved.

### **70th Quadrennial Convention**

General Secretary-Treasurer Wood reminded those in attendance that next convention is now only 6 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, July 21-25, 2025. District Conventions will take place on Sunday July 27<sup>th</sup> and a PAC Fundraiser will also be held that evening.

A substantial amount of early planning has been taking place and once this General Executive Board

meeting is completed the focus of the Finance Department and many others will 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 April once the Local has filed all Quarterly Reports up to and including the 1<sup>st</sup> 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 1<sup>st</sup> 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 2<sup>nd</sup> Quarter 2021 and the 1<sup>st</sup> Quarter 2025. This number is then used in the formula described in Article Three, Section Three of the International Constitution and Bylaws.

Many more Convention details will be presented during the Education Session this week which is entitled “Information Session on the 70<sup>th</sup> Quadrennial Convention”.

### **General Office Expansion and New Canadian Office**

The expansion of the General Office to include additional staff workspace as well as a meeting/training space suffered a setback late last Fall as the General Contractor that had been engaged failed to meet their obligations and is no longer on the project. The project is approximately 25% complete. During the past few months a new General Contractor was hired and General Secretary-Treasurer Wood has been working with them. It is expected that work will once again begin in mid to late February and be completed by the end of June.

The construction of the new Canadian Office in Toronto continues to be plagued by construction delays. The International has purchased two units on the second floor of a twelve-story newly constructed



**Representatives of the Host Locals 39, 161, 478, 600, 700, 798, 800, 839, 840, and USA829, welcome the Official Family and all the attendees to New Orleans.**



condo building. One of the units will be leased to CEIRP (the Canadian Health and Retirement Plan) and a larger space will be for the Canadian Office.

General Secretary-Treasurer Wood was on site in Toronto in mid-January to review the status firsthand. The building is now fully constructed and work is beginning to take place on various floors with the best estimate of a completion date for our spaces being October or November. All architectural drawings have been completed and submitted to the Toronto Building Department for final approval and the issuance of building permits. General Secretary-Treasurer Wood and International Vice President and Director of Canadian Affairs John Lewis will continue to monitor the project and update the Board at the mid-summer General Executive Board meeting.

### **Upgraded Finance System**

Work has now been completed on the development and implementation of the core operational computer system for the International. The project was started in June of 2023 and was completed in October of last year.

The portal has been completely overhauled to a modern architecture and design. The system is also now more secure with the implementation of Two Factor Authentication for users.

From users' perspective there are many improvements that have been put in place, but the two major ones that were introduced are the ability for online payments and the processing of membership applications electronically. Both features have been a great success and are being embraced by Locals with

great enthusiasm. Since the launch of the electronic payments option at the beginning of 2024 we have processed transactions in excess of \$4.2 million.

The hard work of Jimmy Rainey and Wesley Vega was acknowledged as they were both instrumental in shepherding the project through to completion.

President Loeb reiterated that Locals need to pay close attention to the details of the Convention, to ensure registration is accurate and complete and to avoid confusion.

He observed that with the improvements to the new computer system, administration, and construction to the General Office, the office of the General Secretary-Treasurer continues to prove it is being handled and administered professionally.

President concluded his remarks by thanking General Secretary-Treasurer Wood and the staff of the Finance Department for their hard work.

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

International Trustees Andrew C. Oyaas, Tui'ana Scanlan and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2024, through October 31, 2024 to the General Executive Board. Trustee White reported that the Trustees met in the General Office in New York City December 9th through the 11th, 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 expressing his appreciation for the work of the trustees which is voluminous and detailed. He expressed appreciation

to the trustees for their attention and commitment to the task at hand.

### **APPEALS JEFF GRIFFITH V. IATSE LOCAL NO. 481 – NEW ENGLAND AREA**

The General Executive Board considered Jeff Griffith's May 9, 2024, appeal of President Loeb's decision dated April 9, 2024. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Griffith's appeal and resolved to communicate this decision to Griffith in writing in accordance with the advice of legal counsel. President Loeb and Vice President Chris O'Donnell abstained from participating in any debate and/or vote in relation to this appeal.

### **KELLY ARVIZU V. IATSE LOCAL NO. 122, SAN DIEGO, CA**

The General Executive Board considered Kelly Arvizu's October 30, 2024, appeal of President Loeb's decision dated September 30, 2024. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Arvizu's appeal and resolved to communicate this decision to Arvizu in writing in accordance with the advice of legal counsel. President Loeb and Vice President Carlos Cota abstained from participating in any debate and/or vote in relation to this appeal.

### **APPEARANCE: IATSE TRAINING TRUST FUND**

Director Liz Campos of the IATSE Training Trust Fund ("TTF") shared many updates of new activity at the Trust and introduced the staff at the TTF table including Sandy Chang (Employer Contributions Portal),



Aaron Montes (Contracts) and Youna Yaghoobzadeh (TTF Courses and Resources, TTF Safety First!, LinkedIn Learning).

Director Campos shared that due to work being slow in certain areas, employer contributions are down. She shared that contributions are only made on behalf of work performed so this has forced the trust to tighten their belts. She asked that Locals that utilize the trust and do not have language calling for contributions to the TTF in their agreements or have employers contributing very little, make a concerted effort to propose new contributions and/or increased contributions to the Trust when bargaining. Director Campos urged everyone to help do their part to support the long-term health of the trust.

The Trust has a new, more user-friendly language for collective bargaining agreements which is available on the trust website. There is also a video and fact sheet about the Trust that can be shared in bargaining. Director Campos told Locals that she is available to answer employer questions, talk with Locals about the TTF and make presentations in bargaining if needed. If you only need the language, it can be downloaded at <https://www.iatsetrainingtrust.org/about-us>. If Locals need a presentation or have questions, there is an online form to submit.

The TTF has several new courses available on the online Learning platform, TTF Courses and Resources. There is a customer service course and 6 new Train the Trainer modules: Introduction to Training Delivery, Adult Education Theory, Course Preparation, Presentation and Delivery Techniques,

Creating Assessments and Adapting Pre-Developed Content available. The platform has libraries for Safety First! OSHA, Resources, Craft Skills Courses and Videos, and a Curriculum Library for Locals where locals will find all the Safety First! ILT courses, the ILT for Customer Service and Professional Development and any new courses, outlines and resources that are developed.

The TTF also has a new app. The app mirrors the TTF Courses and Resources platform. Users sign into it with the same username and password for the web-based platform. The Safety First! courses along with new Train the Trainer modules, Customer Service course and soon to be launched Professional Etiquette course, OSHA workbooks and other TTF resources are accessible on the app. The app is privately listed and only accessible via QR code and link from the Courses and Resources webpage. The app is available on the Apple store now and will also be available for Android at the Google store very soon.

The Trust recently partnered with the Women's Committee to create a Learning Path on LinkedIn Learning and published it in the TTF LinkedIn Learning environment. The Learning Path is available to all IATSE members with accounts through the TTF. The Trust is making this type of partnership available to all IATSE International committees and departments. If departments or committees have a series of courses they want to have available to everyone in a Learning Path, all they have to do is select the courses desired for the learning path and send a list of those courses to the TTF, which will facilitate creating the

Learning Path and making it available to all IATSE users with LinkedIn Learning accounts through the TTF. Locals can still elect to have curators create Learning Paths and assign them to individuals in their locals but by design only people in their locals can view those Learning Paths. Any interested committees or departments should contact Youna at [lil@iatsetrainingtrust.org](mailto:lil@iatsetrainingtrust.org).

Program and resource applications are easier to access, simpler to use and are online. The applications are being rolled out across the programs starting with course reimbursement and certification reimbursement. The support team at the TTF is holding webinars on completing the new applications along with posting videos on our website that show how to complete this new simple application. This is a new process, so our staff are here to help and answer any questions along the way.

There is a new tool for Locals that have TTF language written in their agreements. The new contributions portal is finally here and ready to use. This tool allows Locals to log in and see the contributions being made by TTF signatory employers on behalf of the work performed under their agreements with TTF language. The Locals can view the date of the contribution, the employer's name and the amount they contributed. The portal allows Locals to see if employers are or are not meeting their obligations under the collective bargaining agreement. This makes it easier to identify and collect delinquent contributions and helps the Locals with their reporting. The local union officers (secretary-treasurers and business agents) can email the Trust at



portal@iatsettf.org to have their account set up.

The inaugural Training Directors Summit was very popular. The TTF plans to host another Summit to convene Training Directors and those responsible for putting together training at their local union. The new dates for the Summit are October 2-4, 2025, in Orlando.

In 2024, over 42,746 courses and lessons were taken by more than 37,091 people for a cumulative total of more than 105,631 hours of training. Over the lifetime of the Trust there have been over 261,159 worker course contacts, delivered over 505,570 courses and lessons and more than 1,057,118 cumulative training hours. The Trust is pleased to see the emphasis being placed on training at the locals and continues to see new locals inquiring about training opportunities.

Director Campos thanked, President Loeb, General Secretary-Treasurer Wood, Vice Presidents, Department Directors, IATSE representatives and the Communications Department for everything they do in support of the Trust. Special thanks were given to the Education Department, especially International Representatives Hannah D'Amico and Jennifer Halpern who are de facto ambassadors for the Trust. Extra special thanks were given to Vice President Miller and the West Coast office for being true champions of the TTF, especially when it comes to holding courses in their space. It truly takes a village and a lot of support and commitment to pull it all together.

A heartfelt thank you went out to all the staff of the Training Trust Fund for their hard work and commitment to the

mission of the trust. It has been a year full of growth, change and challenges and they deserve so many thanks for their commitment to the organization, for all the hard work that is accomplished each day and for making it the special place that it is. As always, a huge thank you was given to all the locals and individuals for the role they play in sustaining the trust.

President Loeb began his remarks by stating that the Trust has come a long way, and he remembers the days when retired West Coast Counsel Jim Varga, Bill Sokol and others started the TTF from nothing. Now, there is a program that is well rounded and accessible to the Locals. Also, the Training Trust Fund is designed around unique issues that the Locals encounter over the years.

President Loeb continued his remarks by noting a strong interest in emerging technology and artificial intelligence and the need to train members in these areas so that they are the best labor force.

President Loeb concluded his remarks by encouraging the Locals to include in their contracts funding for the Training Trust Fund and thanked the Training Trust Fund for its dedication and hard work on behalf of IATSE members.

## **APPEARANCE: LOCAL NO. 44, HOLLYWOOD, CALIFORNIA**

### **Re: Lean In & Lean On Holiday Event**

Local 44 Business Agent Tobey Bays appeared before the General Executive Board to report on the "Lean In and Lean On" initiative. He was joined by Costume Designers Guild, Local 892 Executive Director Brigitta Romanov, Local 728 Business Representative Greg Reaves, Local 706 Business Representative Cheryl Eckert, Local 729 Business Representative/

Secretary-Treasurer Robert Denne, International Cinematographers Guild, Local 600 (ICG) National Executive Director Alex Tonisson, The Animation Guild, Local 839 (TAG) Business Representative Steve Kaplan, Local 33 Business Representative Ron Valentine, Local 695 Business Representative Scott Bernard, Art Directors Guild, Local 800 (ADG) National Executive Director Chuck Parker, Local 871 Interim Business Representative Jim Revis, Local 80 Business Manager Dejon Ellis, Motion Picture Editors Guild, Local 700 (MPEG) Western Executive Director Scott George, Local 728 Vice President Malakhi Simmons, and Local 705 Field Representative Julia Bly.

Bays began by briefly recounting the 2023 Lean In and Lean On event, and how it inspired the 2024 event. The organizers were able to raise over \$23,000 to finance the 2024 event, including funds donated pursuant to a grievance settlement. This allowed them to purchase \$20,000 in food and gift cards for distribution at the event. In addition to the funds they were able to raise, First Entertainment funded a \$5,000 raffle. Bays then discussed the toy drive, which was supported by many Locals in Los Angeles and resulted in the distribution of hundreds of toys at the event to families in need.

In total, the event was able to assist over four hundred families with gifts and monetary support, in addition to providing them with an incredible experience at the actual event. Bays was happy to report that all funds left over from the event were immediately used to assist members affected by the recent wildfires in Los Angeles.



While not every Local was able to donate money, they all donated staff to assist with the event. Each Local was assigned a specific task necessary to the success of the event. Local 80 once again hosted the event, and Bays thanked Dejon Ellis and Corey Moore for their help.

Vice President Miller remarked on the fact that the solidarity that was built during the recent Basic Agreement contract negotiations has carried forward to events like this. He thanked the leaders of the Locals for their tireless efforts on behalf of the community.

President Loeb concurred noting that this is a sign of the times. Assisting four hundred and fifty families represents a glowing light in a time of real darkness. This work epitomizes the core purpose of a union, which is to care for each other. Everyone involved in this event clearly cares. President Loeb concluded that the more the Union does in the community for the members the stronger it will be.

### **APPEARANCE: LOCAL NO. 52, NEW YORK, NEW JERSEY, AND CONNECTICUT**

#### **Re: Labor Assistance Program**

Representatives of Local 52, Glynis Burke, Charlie Meere, Rocco Palmieri, and Kevin Gilligan made an appearance focusing on a number of innovative aspects of Local 52's labor assistance program (LAP). The report noted that the U.S. Occupational Safety and Health Administration focuses on general hazard awareness in the workplace. The Local has taken steps to incorporate behavioral health and mental health awareness programs focused on the support of workers, which includes peer support for this issue.

This initiative has been underway for several years at this point as a solution to help workers and their co-workers. Many objectives have focused on eliminating stigma and isolation, which may keep these problems relatively hidden until they reach a crisis. This is particularly important within our industries because the freelance nature of our businesses does not always allow us to identify a co-worker who has experienced signs of distress.

In the latter part of 2018, a series of events occurred which were instrumental in creating the Local 52 Labor Assistance Program. This effort was created to help members deal with substance related problems on and off the job. Behavioral health is a prime factor in this initiative. In Local 52's LAP experience, the members and personnel of the Local have identified a need for resources; training to identify and deal with behavioral health encounters on the job; managing substance use emergencies on the job; safety on set; navigating the healthcare system and available behavioral health resources in a timely manner.

In addition to the availability that the officers and staff of Local 52, resources are provided on the Local 52 website for workers in need of assistance. Twenty-four-hour LAP liaisons are available who are trained in member assistance. These efforts are directed at connecting members to the help they need – behavioral, financial, medical, and beyond. In some circumstances, members of the Alliance are simply in need of navigation and education in behavioral health and substance use disorder to make appropriate decisions to inform corrective resources when these matters

become apparent. There are workshops and seminars offered by the Local's educational and training fund, which make these resources widely available.

More recently, the Local has initiated a behavioral health and wellness day, which included a "Black Poster Project" designed to raise awareness through lives lost to addiction, including silent memorials and educating the greater community about the numerous resources available, eliminating stigmas, and welcoming people to a place of healing and hope for those who can effect positive change and hope for others. The Local has welcomed other theatrical and film unions together with a broader community to experience the wellness days that have taken place recently with some aspects incorporated into regular membership training to engage everyone available to engage as many members as possible in identifying these issues. There are additional events upcoming in other locations throughout the Alliance's jurisdiction and those reporting are looking ahead to continuing wellness days and promoting awareness and access to the resources that will assist members and their families.

President Loeb thanked those reporting and noted that many of these issues are hard to navigate. The stigma is real and there should be no shame in seeking assistance. There are resources available. He reiterated his thanks for the Local's appearance and for drawing attention to matters that face IATSE members and the greater community, which provides resources that are readily accessible with or without guidance. It was noted there is mental health parity in the law, and the Alliance's resources



are being used behind these efforts. These matters profoundly affect people. The wellbeing of the membership includes physical, mental, and economic health. This appearance offers an example of sincere efforts to make sure that people are doing well. The Alliance and the Board will stand behind these efforts.

**APPEARANCE: LOCAL NO. 52, NEW YORK, NEW JERSEY, AND CONNECTICUT**

**Re: ETCP Training Program**

Representatives of Local 52, Charles Meere, Kelly Britt, Rocco Palmieri, joined by Local 728 Business Representative Greg Reeves made an appearance before the Board to discuss efforts to expand upon Entertainment Technician Certification Program (ETCP) training opportunities for entertainment electricians within the motion picture and television industry.

This initiative began with a series of information sessions for members and training in idle moments during the COVID-19 pandemic, with representatives of Local 52 working through the process of onboarding technicians to the ETCP certification process. As industry work became hindered during the middle of 2023 by strikes underway with other unions and guilds, there were extensive meetings taking place among members who had electricians department skills and experience, who focused on their opportunities to further hone their skills and certifications. By the middle of 2023, there were dozens of members—and upwards of one hundred on average, who were willing to take advantage of virtual meetings, and a team of instructors were assembled to offer their support.

The members of the executive board of Local 52 approved funds to continue these efforts and the membership interest and support was overwhelming. Brother Meere and all those reporting recognized that simple training was not sufficient enough to meet the demands of participating members and turned to the resources of ETCP to continue these efforts to enhance members' skills and competence. Through social media and other outlets, those involved focused on a live demonstration of the ETCP member application process and received over a hundred inquiries from individuals who had had never received ETCP training in this area.

Through coordination with the IATSE Training Trust Fund's ESTA management together with ETCP officials, the Local and its representatives originally expected approximately two dozen people who would express interest in this continuing process, but it quickly became apparent that more than 120 people would be interested. Through a series of hybrid meetings and other online platforms, there were more than twelve classes set up surrounding the ETCP's training in this field and invitations for countless Local 52 members to become trained for certifications. These included topic specific materials that would advance technicians toward their certifications. Over time this experience allowed the costs of the ETCP practice exams to be reimbursed by the Training Trust Fund. Local 52 through its contacts with Local 728 Business Representative Greg Reeves, welcomed additional members to this model for the benefit of both Locals. Before this process commenced,

the number of ETCP certified members doubled. This process has encouraged additional technicians to become equipped to complete entertainment election certifications as well as some obtaining portable power distribution technician certifications. Despite setbacks that have occurred during the past several years during industry disruptions and the COVID-19 pandemic, next rounds of actions to inform a new cohort of technicians are underway, which will again reassure our members that they have the tools to succeed in their careers. Those who reported expressed their thanks to everyone involved in this program.

President Loeb observed that it remains important on so many levels to elevate craft and safety training. He expressed his admiration for the Local and those who have been able to take advantage of this training and collaboration between Locals 52 and 728. He noted that this is a tool allowing people to excel and make members as safe as possible. the Training Trust Fund together with the Union's education programs to use their efforts to get the people the training they are ready and willing to accept and achieve these important certifications. He noted that the coordination between the local unions is crucial. The Alliance will do its part to keep people safe and these are lasting efforts in that regard. He thanked reporting for their commitment.

**APPEARANCE: LOCAL NO. 504, ORANGE COUNTY, CA**

**Re: Organizing Successes**

Local 504 Business Agent Brad Marlowe, President Mark Boyle,



and Treasurer Eric Emken made an appearance on behalf of Local 504 of Orange County, California.

Brad Marlowe reported that in mid-2023, as he and Local 50 President Boyle walked an American Guild of Variety Artists (“AGVA”) picket line at Medieval Times’, they were approached by a worker who told them that the unrepresented Medieval Times sound and lighting technicians were interested in organizing their department. What followed was a series of meetings with the very determined theater Techs at the castle. This tight knit group of ten Techs shared an absolute belief that they deserved better from their Employer and that if they banded together, they had the power to change their working lives.

Armed with these young workers’ dogged determination and the unwavering support of both the International and International Representative Peter Marley, the Local organized the technicians, negotiated and finalized a first contract. The workers negotiated and received improvements in worker safety and are empowered by having a voice in their workplace.

Local 504 is excited because it has gained inspiring young members who are enthusiastic about the power of unionism. The secondary result of this organizing effort was that the stage technicians at Pirates Dinner Adventure (“Pirates”) – just down the street from Medieval Times – reached out to ask if IATSE could help them, as well.

The situation at Pirates was nearly identical to Medieval Times. The Local and the employer negotiated their first

agreement successfully, which includes wage increases and improved working conditions. The Pirates Dinner Adventure technicians have embraced unionism.

While engaged in the referenced organizing campaigns, the Local was in the midst of a year-long second attempt to organize the pyro department at Disneyland. In 2021 the Local’s previous efforts to organize the pyro workers ended badly. The Local recalibrated and built trust with this unit.

The Local achieved working condition improvements over a four-year contract for the pyros and increased their wages significantly.

The Local expressed sincere appreciation to President Loeb and the Defense Fund Committee for their support of these organizing efforts. Without the generous assistance of the International’s Defense Fund contributions, the Local could not have carried out these union drives.

About a month after the pyro negotiations, Local 504 turned its focus to the La Mirada Theater. The Local received card check recognition since more than 51% of the unit signed the petition for unionization. Negotiations will begin shortly.

The moral of this story is that even the smallest groups matter. Apart from the benefits of increased union density, a series of small “wins” creates a momentum that can lead to huge organizing efforts. Not only does organizing a micro-unit improve the lives of its workers, but it sends a message to the working community that everyone deserves representation, and we can all change our working lives, if we band together.

International Representative Marley remarked that the effort to organize the Disneyland pyro workers started 20 years ago and shows the effort to organize is not over until the workers say so. He stated that because of Local 504’s efforts, more smaller venues to be organized.

International Vice President Barnes remarked by thanking International Representative Marley and Local 504 for the continued efforts in organizing and demonstrates the work being done by Stagecraft Locals.

President Loeb began his remarks by stating that the key word is “momentum,” and organizing the venues in a local union’s jurisdiction. Local 504 has a foundation to build upon and has given employees a voice in the workplace and at the table. The Defense Fund viewed these campaigns as investments.

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

### **Re: Treasurers & Ticket Sellers**

Local 751 President Lawrence Paone and Secretary-Treasurer/ Business Agent Nancy Palmadessa appeared before the Board to report on the current state and future of the treasurer and ticket sellers craft within the Alliance’s jurisdiction.

Brother Paone reported that upon returning from the Mid-Winter General Executive Board meeting in January 2024, President Loeb requested his assistance in contacting fellow officers of other treasurers and ticket sellers Locals throughout the United States. The focus of this inquiry was to determine common issues facing the Locals, such as rapidly changing technological advancements impacting the craft.





**Local 751 President Lawrence Paone and Secretary-Treasurer/Business Agent Nancy Palmadessa.**

Local 751 held a virtual meeting in November 2024 with the officers of several other treasurers and ticket sellers Locals. Through that meeting the members of the Alliance recognized the following key issues facing the craft. Ticket window positions are at the greatest risk of a reduction as a result of a dramatic increase in customers buying tickets online. There is also a push from employers to allow customers to exchange tickets online. Some box offices have witnessed a reduction in operating hours surrounding performance times only. Some seasonal employees are no longer being rehired. Employers who currently have contracts with Locals have heard that new venues may be opening without a box office at all and employers question their need for one.

Local officers agree that the following areas deserve attention: Back-end ticketing work (including event building and programming); Analytics (such as sales trend analysis and pricing recommendations); Inventory management; Customer service functions; Accounting related to post-show settlements; and emerging work in

the areas of facial recognition and related technologies.

Unfortunately, officers related their common concerns that employers may prefer to assign these important tasks to non-union ticketing operation employees despite that personnel represented by the Alliance are exceptional resources in many settings. Local officers have multifaceted approaches to focus on these challenges in bargaining and through new organizing. While organizing represents a terrific opportunity to absorb vital work into the craft, the following views were shared. Some Locals have limited capacity to organize. A full-time, craft specific IATSE representative, or craft specific organizer, was discussed among those Locals requesting assistance. The report noted that the workers in this craft are at a critical juncture in which the Alliance will need to continue to pivot in the direction of high-skilled labor doing complex, sophisticated, in-demand ticketing work for employers and customers.

Specifically, with respect to Local 751, it was noted that membership has increased by nearly thirteen percent since March 2020 when the COVID-

19 pandemic devastated the theatrical industry. Many members continue to excel at their ever-changing jobs, and their superb performance is a major credit to the Union. The Local has nonetheless established several emerging goals, including negotiations over workplace terms for in-depth, highly skilled ticketing work and new organizing. The report described several examples of advancement toward these goals. It was noted that the Local has also revised its operations to follow through with its vision to create paths to membership for new members and make its operations more efficient. Collective bargaining negotiations are becoming more contentious than in previous years and the Local is adjusting to accommodate organizing efforts while providing the services that its current members need and deserve. Both during and after the effects of the COVID-19 pandemic, Local 751's officers have worked to create a culture of innovation at the Local's office to optimize and streamline operations, which will increase its capacity to organize.

In keeping with its culture of innovation, the Local has also increasingly used evolving strategies in negotiations to demonstrate the competence of members doing their work. Furthermore, the Local's officers were inspired by President Loeb's remarks regarding 2024 U.S. political elections and have sought to enshrine new and protective provisions in collective bargaining agreements. The Local has heard President Loeb's call to organize and is doing whatever it takes to get to the point where it will be able to do so.



President Loeb thanked those who appeared and noted this is a craft that is in a precarious position due to advancing technology. The concepts of innovation and modernization are essential as we move toward the future. He expressed hope that some obstacles will be eliminated, and the International Union will continue to assist with all efforts to organize new members working in this craft.

### **APPEARANCE: LOCAL NO. 839, UNITED STATES**

#### **Re: Negotiations with the AMPTP**

The Animation Guild, Local 839 Business Representative Steve Kaplan, Assistant Business Representative Chaz Carroll, Field Representative Leslie Simmons, President Jeanette Moreno King, and International Vice President Michael F. Miller, Jr. reported to the General Executive Board on the Local's recent negotiation with the Alliance of Motion Picture Television Producers (AMPTP) for a successor to the Local's Master Agreement.

Kaplan was pleased to report that Local 839 reached an agreement with the AMPTP for a successor agreement to its 2021-2024 Master Collective Bargaining Agreement on November 23, 2024, that was ratified by a supermajority of voting members. During these negotiations, the Local faced challenges, the first of which was harnessing an increasing level of member engagement in a productive way.

Two negotiations committee were formed. Careful consideration was given to the assembly of each team.

There were two high priority issues that were identified as negotiations priorities: the introduction of Artificial

Intelligence and the recent and sudden drastic loss of work in the Los Angeles animation industry, where the majority of members are employed. The Executive Board formed the TAG AI Task Force, that included rank-and-file members, almost two years before negotiations began, and those members worked to become subject matter experts and produced a report summarizing main issues and making recommendations. The work done by that group was extraordinary, and the Negotiations Committee benefited from representatives of that group joining the Negotiations Committee.

The negotiations started in August, ran five days, and then picked up again in September and through November up to the 23rd where the table team voted to tentatively agree to the deal on the table. During that time, the Local achieved the industry gains set by the Unions and Guilds and reflected in the Basic Agreement such as the wage minimum increases, the additional holiday, bereavement and sick days, adjusted Motion Picture Industry costs, adjustments to the new media terms, as well as animation industry specific gains like increased and automatic payment of its severance pay provision called "Dismissal Pay", language that inserts the Union into the decision to move members away from working remotely inside the scope of the agreement, the addition of Art Director as a classification in the agreement, and the removal of "unit rates" for the Timing Director classification.

Concerning Artificial Intelligence and outsourcing of work proposals, the Local had meaningful discussions around

the concerns that face its artistic crafts and achieved language that built on what was achieved in the Basic Agreement negotiations.

The storyboard artists and the color designers achieved their respective long-time bargaining goals of reaching journey status and pay parity.

These achievements could not have been realized without the engagement teams in concert with the Local's communications department.

Field Representative Simmons then provided a brief history of Local 839 member engagement.

To unify the membership with the rest of the IATSE, TAG Organizer Ben Speight quickly pulled together hundreds of members into a group called The Animation Guild Tactical Action Group - or TAG TAG.

Assistant Business Representative Carroll then discussed the Escalating Action Committee (EAC). The EAC was formed midway through negotiations to be the action arm of the entire Master Negotiations Contract Campaign.

Representative Kaplan then reported on the ratification of the tentative agreement. The ratification vote was held electronically over twelve days from Tuesday, December 10, through Sunday, December 22. 5,272 ballots were sent out to active members eligible to vote and 3,878 were returned which equals 74% of the eligible members casting their ballots. Of the votes received, 2,950 were in favor of ratification, which represents 76% of the votes cast.

After the ratification vote, Kaplan provided the following quote to the press: "The advancements we made are plenty,



but there is also much work to be done with regard to addressing the priority matters that were not fully answered. The membership made clear to us that there is a need for more focus on Generative Artificial Intelligence, and we will attack the issue through a multi-faceted approach including lobbying for effective legislation, advocating for tax incentives for human-made work, and grieving against potential abuses.”

Kaplan then expressed his gratitude for the continued support of President Loeb by assigning Vice President Miller to support the negotiations team. Miller’s extensive negotiations experience, ability to control the conversations and set a productive tone with the studios, creativity, sharp wit, and never-ending focus on putting the priorities of the membership ahead of all other goals helped to navigate some difficult conversations with the committee. His actions continue to serve as a template that Kaplan tries to emulate.

Vice President Miller lauded Kaplan for his work during the negotiations. He acknowledged that the work the Local did in support of the West Coast Studio Locals during their contract fight illustrated the significant solidarity that exists among the industry Locals in Los Angeles, which the employers clearly noticed.

Vice President Lewis thanked Kaplan for the work he has done supporting the Canadian Locals with their animation organizing and negotiations.

President Loeb thanked the Local for its report. These were not easy negotiations, and the strong ratification vote speaks for itself. The transnational nature of the business presents real

challenges in bargaining. It is vitally important for the Union to grab as much work as possible to put itself in a strong position going forward. The ratification turnout illustrates the hard work the Local did during the negotiations. The agreement is solid and secures employment for the Local’s members into the future. President Loeb concluded his remarks by reiterating the International’s commitment to ensuring that the Local is supported by all the other Locals in the Alliance.

### **APPEARANCE: LOCAL NO. 892, HOLLYWOOD, CALIFORNIA**

#### **Re: All in Mixer and PAC Fundraiser**

Costume Designers Guild, Local 892 Executive Director Brigitta Romanov appeared before the General Executive Board to report on the “Hollywood All-in Mixer” and IATSE PAC Fundraiser. She was joined by International Vice President Carl Mulert, Local 44 Business Agent Tobey Bays, Local 80 Business Manager DeJon Ellis, Local 728 Business Representative Greg Reaves, Local 706 Business Representative Cheryl Eckert, Local 729 Business Representative/Secretary-Treasurer Robert Denne, International Cinematographers Guild, Local 600 (ICG) National Executive Director Alex Tonisson, Motion Picture Editors Guild, Local 700 (MPEG) National Executive Director Cathy Repola, The Animation Guild, Business Representative Steve Kaplan, Local 33 Business Representative Ron Valentine, Local 884 Business Representative Marcy Brooks, Local B-192 Business Representative Kevin King and President Nicole Miller, Local 695

Business Representative Scott Bernard, Art Directors Guild, Local 800 (ADG) National Executive Director Chuck Parker, Local 871 Interim Business Representative Jim Revis, Local 705 Secretary-Treasurer Angi Ursetta, Local 800 (ADG) Associate National Executive Director Joel Cohen, Costume Designers Guild, Local 892 Assistant Executive Director Doug Boney, Local 728 Vice President Malakhi Simmons, MPEG Western Executive Director Scott George, and Local 705 Assistant Business Representative Julie Bly.

What started as a bold idea by a few idealistic business agents and hosted by the nineteen Los Angeles Locals has quickly become the best attended union gathering, bringing together not only members from L.A., but also from across the country — and even a few from Canada! This was not just another fundraiser, it was a celebration of solidarity, camaraderie, and community proving once again that you can mix business with pleasure—and maybe a little chaos.

Planning this event was not without its challenges. The entertainment industry was still feeling the aftershocks of a tough year, and the words “PAC fundraiser” is not exactly the stuff of wild excitement. Instead of leading with the fundraising pitch, the Locals went all in on creating a night of free food, drinks, games, entertainment and a Ferris Wheel. The PAC piece was the finishing touch on an already incredible night.

For the 2024 event the Locals added new twists to beloved classics. While they still had Drag Queen Bingo, trivia, and cornhole, they added a Ferris Wheel,



axe throwing, and a local Burbank high school jazz band. They also designed an IATSE Mixer game that encouraged members to meet and exchange bug stickers with members from other Locals.

Over 1,900 members responded with approximately 1,100 members from all nineteen Locals—and beyond—showing up, proving the power of union solidarity. With \$75,000 invested by the Locals, over fifty volunteers, and nearly six hundred PAC donations, they raised \$26,063 in cash, almost \$2,000 over last year, as well as \$2,849 in in-kind donations. It was amazing how the members came through even during this difficult last year.

The feedback was unanimously positive. Members raved at town halls, stopped Romanov in the hallways, and sent messages of appreciation. The event was a success.

Romanov concluded her report with heartfelt thanks for all the Locals that made the event happen and the staff they supplied so that all the PAC paperwork was in order. She thanked all the business agents to make sure the event was amazing, particularly Tobey Bays, DeJon Ellis, Greg Reeves, and Karen Westerfield. She expressed deep appreciation to Joel Cohen for help with the website, Alex Tonisson and Cathy Repola for hiring the still photographers, videographer, and editors to document the chaos/fun. She thanked Finance Department Manager Wesley Vega for gracefully enduring her unending emails. Finally, she thanked Vice President Miller for always participating and giving a moving speech about the importance of the PAC, making sure the members understand that elections have consequences, and for

the many supportive pep talks during the lead up to the event.

President Loeb said this event was impressive and that the 19 Locals were making politics accessible and fun, which is not easy. There is still work to do to educate the members on the importance of politics, but what the 19 Locals are doing is making progress. President Loeb is hopeful that other local unions are watching what has happened with these events and the attending success. Even more of these types of fundraisers will make a real difference. President Loeb concluded his remarks by thanking the group for their great work.

### **AFL-CIO AND MICROSOFT SUMMIT ON ARTIFICIAL INTELLIGENCE**

International Vice President and Assistant Director of Motion Picture and Television Production Vanessa Holtgrewe reported to the General Executive Board on the AFL-CIO Microsoft Summit.

Vice President Holtgrewe was assigned by President Loeb to represent the IATSE at an AFL-CIO Microsoft Artificial Intelligence summit. This event took place over two days in early September at Microsoft's headquarters in Redmond, Washington.

The roots of this event began in December of 2023, when the AFL-CIO and Microsoft announced a new partnership to "...create an open dialogue to discuss how artificial intelligence must anticipate the needs of workers and include their voices in its development and implementation."

There were three main goals of this alliance: (1) sharing in-depth information with labor leaders and workers on AI

technology trends; (2) incorporating worker perspectives and expertise in the development of AI technology; and (3) helping shape public policy that supports the technology skills and needs of frontline workers.

In attendance at the Summit were leaders from unions representing teachers, electrical workers, public sector employees, nurses, communication workers, and other sectors of entertainment. In equal numbers were Microsoft high level staff, including Microsoft President Brad Smith.

A main discussion point revolved around how can AI be a positive force for workers and not a detrimental or destructive force. There was a presentation on the history of general-purpose technologies – such as electricity and the printing press – and how advancements in technology created a whole new economy, a "tech stack" around those technologies, creating new jobs. However, Vice President Holtgrewe observed that the counterpoint are examples of technological advances proving long term deskilling and depopulation of the workforce, such as cash deposit machines at banks, which at first created more jobs but in the end lead to a reduction in the workforce.

To paraphrase AFL-CIO President Liz Shuler, who was in attendance at the Summit: "We want guardrails. We need a stabilizing force when it comes to AI, before the genie is totally out of the bottle...Unions are a stabilizing force."

The Labor leaders in attendance reiterated repeatedly the need to include the experts - the workers - in the design and deployment of any new technology.



The general consensus was that unions are not anti-tech, they are pro-worker.

To further quote President Schuler: “We learn how it [technology] works — and how it doesn’t work. We figure out how to use it to make jobs safer, better, more efficient. Why wouldn’t you want the people who actually do the job to be involved in that process?”

There were a variety of panel discussions, which included topics such as: Guiding AI’s Future, AI Skilling (discussion of a partnership with AFT where Microsoft and 200 teachers convened in Chicago for two days to discuss if and how A.I. should be used in classrooms); Worker-Centered AI; AI Transformation in Action (a look into two partnerships with FedEx and Mercedes Benz); a discussion of work trends and a Generative AI demonstration featuring Microsoft’s proprietary AI software, CoPilot.

Those in attendance visited Microsoft’s Inclusive Tech Lab (with a focus on creating and refining Microsoft products for those with disabilities), the Cybercrime Center and other parts of the sprawling campus. Touring the grounds and buildings made it clear this is not just a company of computer engineers and visual effects workers. Microsoft has a number of unionized departments, including bus drivers, food service workers, and groundskeepers.

Vice President Holtgrewe thanked President Loeb for this assignment. With the understanding that contract language and legislative pathways offer the best guiderails and protections for the IATSE’s members, which will remain the union’s core focus, the summit provided useful

contacts and discussions both with other union leaders and management side experts.

President Loeb remarked that Microsoft will likely be involved in businesses that employ the Union’s members, and the Union will continue to participate in these meetings. He expressed appreciation to Vice President Holtgrewe for attending the summit on the Union’s behalf.

### **ATLANTA AND LAS VEGAS CAMPAIGN EVENTS AND CANVASSING**

Political and Legislative Director Tyler McIntosh, International Vice President and Local 720 Business Representative Apple Thorne, Local 720 President Phil Jaynes, Local 479 President Greg Waddle, Local 479 Business Agent Mike Akins, and Local 479 Vice President Sara Riney reported on two rallies and canvassing events in Atlanta and Las Vegas that IATSE engaged in through the Labor 2024 Union Leaders Surrogate Program.

International President Matthew D. Loeb joined AFL-CIO President Liz Shuler, AFL-CIO Secretary-Treasurer Fred Redmond, and affiliate union leaders in traveling the country to mobilize union members in support of labor-endorsed candidates.

President Loeb and Director McIntosh joined IATSE local unions on the campaign trail in Atlanta on October 26th and in Las Vegas on October 27th for Labor Votes rallies and door-to-door canvasses with the Georgia and Nevada AFL-CIO State Federations to get out the vote. Local 479 hosted the Atlanta event at their union hall and the Las Vegas event took place at the Nevada AFL-CIO.

President Loeb was a featured speaker at both events – turning out over one-hundred volunteers at each – and then canvassed union households, talking to members about the stakes of the election for the labor movement.

The Political and Legislative Department contacted elected officers and political coordinators of IATSE Locals in the Atlanta and Las Vegas areas encouraging them to attend and knock doors with President Loeb. The International sent email invitations to all IATSE members in the Atlanta and Las Vegas areas. The department coordinated with Local 479 and the Georgia AFL-CIO to facilitate the Atlanta event.

The Los Angeles County Federation of Labor sponsored a bus to Las Vegas to join canvassing efforts on the weekend of October 26-27. The Department worked with the West Coast Office and California IATSE Council (CIC) to inform Los Angeles area local officers and political coordinators about the Las Vegas event. Transportation and hotels were provided by the Los Angeles County Federation of Labor for a dozen IATSE members who volunteered. Director McIntosh thanked International Vice President Mike Miller, Retired International Vice President & President of the CIC Thom Davis, and International Representative Marisa Shipley for identifying this opportunity and increasing the IATSE volunteer footprint at the Las Vegas rally and canvass.

President Loeb was introduced in Atlanta by Local 479 President Greg Waddle and fired up volunteers, along with additional speakers including IFPTE Secretary-Treasurer Gay Henson, Retired



Executive Secretary-Treasurer of the AFL-CIO Maritime Trades Department Dan Duncan, and Georgia AFL-CIO leadership.

Director McIntosh recognized Georgia IATSE members who served in instrumental release staff roles and made a difference in the Labor 2024 program. Local 600 member Steve Woronko knocked more doors than any volunteer in DeKalb County. Local 600 members Cat Leatherwood and Jen Braddock were empowered by the Georgia AFL-CIO to lead the canvassing turf cutting operation for all volunteers. Local 927 member Brian Hill served as the Zone Lead in north Georgia. Local 798 Political Coordinator Jennifer Denise Bennett served as Volunteer Coordinator for the Georgia Labor 2024 program, overseeing all volunteers and leading the trainings for canvassing launch events.

In Las Vegas, President Loeb rallied IATSE members and union kin alongside speakers who included SAG-AFTRA Brother Brian Cranston, Congresswoman Susie Lee, Los Angeles County Federation of Labor President Yvonne Wheeler, and Nevada AFL-CIO leadership.

After the rallies, volunteers took canvassing turf assignments and went out to knock doors. Director McIntosh thanked International Vice President and Local 720 Business Representative Apple Thorne, Local 720 President Phil Jaynes, Local 479 President Greg Waddle, Local 479 Business Agent Mike Akins, and Local 479 Vice President Sara Riney for helping to make the events a success.

Next, Phil Jaynes, President of Local 720, gave his portion of the report to the Executive Board. Brother Jaynes began by

thanking President Loeb for participating in the Southern Nevada AFL-CIO Member to Member Canvassing event. This was a long campaign that started in mid-August and continued until Election Day. To have the International President show up in the waning days of the election was a great boost to the membership and union kin.

On October 7th Local 720 received an email from Director McIntosh advising Local 720 about an upcoming GOTV event. This gave the Local time to get membership excited and engaged. Through social media, email blasts and a timely general membership meeting, the Local had a number of members participate. Those members who participated reported that the fall GOTV was the best event of the year. They really enjoyed visiting with President Loeb and their kin from Los Angeles. They also got a kick out of Walter White, the "I am the one who knocks," guy.

Local 720 is proud of what the member-to-member campaign was able to accomplish. With 37 unions participating, the volunteers knocked on 187,068 doors and called 190,428 members. The results of that hard work were that 77,353 union members in Nevada voted. That equates to 70.2%. By comparison 79% of IA members in Nevada voted. Also, out of 37 unions, Local 720 tied for the most repeat volunteers. This would not have been possible without brothers Thomas Stark and Charley King, who together accounted for 38 shifts which is approximately 115 hours.

The final outcome, with the exception of one notable race, was a success for the state of Nevada. Unions succeeded

in defending Jacky Rosen's seat in the Senate, and are sending Dina Titus, Susie Lee and Steven Horsford back to the House of Representatives. On the state level, Unions helped to secured majorities in both the Senate and the Assembly, including Local 720's own Max Carter, so labor is in a strong position to defend against any anti-union legislature.

Brother Jaynes expressed appreciation to President Loeb for traveling from New York to Atlanta then Las Vegas, and Local 720 commended President Loeb for his effort and commitment to the cause.

The next remarks were from Greg Waddle, President of Local 479, and Sara Riney, Vice President of Local 479. Brother Waddle noted that all politics are local and although the national race was won by a candidate not supporting labor, the Georgia local and state races all held the labor line in Georgia, with labor gaining two Democratic seats in the Georgia House and two Democratic seats in the Georgia Senate.

On behalf of himself and Local 479, Brother Waddle thanked President Loeb, Sister Mandie DeMeskey, and Director McIntosh for showing up and getting in the fight. In Georgia, there were 44 IATSE members serving the release staff program from many Locals. On Rally Canvas Saturday, many of them came together joining 150 other union members from 18 state federation affiliated Locals. Over 6,500 doors were visited on Rally Day in Fulton and Dekalb counties, in addition to ongoing calling and texting base operations, all coordinating support for Vice President Kamala Harris.

Brother Waddle also gave special thanks to Business Agent Michael Akins



who, on short notice, made the Local 479 offices available. A special thank you to Local 479 Vice President Sara Riney, who co-chairs the Local's active Women's Committee, for her service as release staff and Rally Canvas event coordinator.

Next, Sister Riney noted that in August, Deborah Lipman, Vice-President of Local 600, reached out to collaborate on GOTv initiatives with union kin in the Atlanta area.

The first-ever interlocal election events began on September 8th at Local 479 and one week later, the 2nd event on September 15th, was at Local 600's office. Sister Molly Coffee, a member of Local 479's Women's Committee, designed the flyer and social media graphics.

Food was provided and members were invited from Locals 161, 479, 600, 700 and 798, along with stagecraft Local 927 and tradeshow Local 834. And, members wrote postcards provided by the IATSE's Women's Committee, while other attendees called or texted members of their own Local. More than 40 attendees participated in these events.

In September and October: seven members of Local 479's Women's Committee worked as release staff for the Georgia AFL-CIO. Most of this year's release staff had also done the work in 2022 and included Paige Jarvis, Local 479's AFL-CIO Labor Delegate, and Hanna McGugan, Local 479's Sergeant-At-Arms, who both also serve on Local 479's Executive Board. A special shoutout to Melva Akens, Co-Chair of our Women's Committee and Kartrena Hall, Tenika Boone and Kazz Walding for their work.

Towards the end of October, as part of her release staff duties, Sister Riney served as the Event Coordinator for the Georgia AFL-CIO, to help facilitate a Rally & Canvass Kickoff for the "Labor Votes" campaign on October 26th.

She expressed her pride and appreciation in hosting President Loeb in Local 479's Assembly Hall, as he spoke to a packed house of IATSE members, as well as other labor leaders and rank-and-file members from International Brotherhood of Electrical Workers, American Federation of State, County and Municipal Employees, International Brotherhood of Teamsters, SAG-AFTRA, International Federation of Professional and Technical Engineers, the Maritime Trades Department, and many other unions.

Finally, Sister Riney recognized members of 479's Women's Committee for planning the details of the event, designing signage, purchasing decorations, banners and balloons. And, special shoutout to Local 479

volunteers Evan Conaway and Jonathan Williams for grip and set decorator duties with the decorating team, as well as International Representative Rachel McLendon who volunteered at each of these three events.

International Vice President Apple Thorne remarked by thanking President Loeb and IATSE kin from Nevada and Los Angeles for canvassing in Las Vegas.

President Loeb began his remarks by noting that these are examples of a two IATSE Locals collaborating and showing amazing effort. He observed that while labor did not prevail in every election, candidates for working people did win in local elections, and this shows this type of work must be done to make a difference.

## **COMMISSION ON ARTIFICIAL INTELLIGENCE**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael J. Barnes, Michael F. Miller, Jr., and Vanessa Holtgrewe, International Trustee Patricia White, Broadcast Co-Directors Fran O'Hern and Steve Belsky,



**Local 695 President Jillian Arnold, General Secretary-Treasurer James B. Wood, International Vice President and Assistant Department Director of Motion Picture and Television Production Vanessa Holtgrewe, Broadcast Co-Directors Fran O'Hern and Steve Belsky.**



Political and Legislative Director Tyler McIntosh, Communications Director Jonas Loeb, General Counsel Samantha Dulaney, and Local 695 President Jillian Arnold reported to the Board on their work.

Arnold began the report explaining economic analyses of 2024, including history of the widespread use of computers by consumers beginning in the 1990s to the introduction of Artificial Intelligence over the last few years. She stated that AI has done in twelve months what it took AOL twelve years to achieve. She also discussed the economic juggernaut has with venture capital firms. Arnold noted that as new AI products are introduced and released, there is a substantial increase in investments and funding for those products.

She reported on the events and summits discussing AI that she has been assigned to attend by President Loeb. AI is used primarily by those aged 30-39 and by 10% more men than women. At the UNI-MEI conference in Switzerland in November 2024, those in attendance spoke highly about the AI provisions in the Basic and Area Standards Agreements. Arnold reported that not only was the language well-received, but it is the model for collective bargaining agreements in other countries and industries.

At conferences in Los Angeles and Sacramento, topics included instructing consumers on disabling AI technology on personal devices. Local officers Alex Tension, Tobey Bays and Brigitta Romanov also attended. Arnold reported on the robust discussion amongst researchers about the impact of their creations on work and workers. Arnold

stated that the presence of labor and voices for workers when AI and its impacts are being discussed cannot be understated.

Vice President Holtgrewe reported that she has also attended conferences, including on the Microsoft campus, addressed to AI. She noted that Labor is united in protecting workers. Finally, she reported that under the newly minted AI provisions in the BA and ASA, the bargaining parties are having their inaugural meetings. Vice President Holtgrewe encouraged the local unions covered by those agreements to share with the West Coast Office their experiences in connection to these AI meetings.

Director McIntosh noted there has been continued work done by the AI Commission in the political and legislative space.

On October 18th, the Department submitted comments and policy recommendations to the U.S. House of Representatives Task Force on AI at the request of Co-Chair Ted Lieu (D-CA) – which were reflected in the task force’s final report issued in December. The final report did not make substantive policy recommendations, but it articulated the IATSE perspective on copyright and intellectual property (IP) concerns and pointed to IATSE-supported federal legislation. The report acknowledges that AI tools have started to displace skilled roles in the creative industries. It cites a CVL Economics report commissioned by The Animation Guild, Local 839, *FUTURE UNSCRIPTED: The Impact of Generative Artificial Intelligence on Entertainment Industry Jobs*, in which 75% of respondents believed generative AI tools have already supported eliminating,

reducing, or consolidating jobs in the industry. Task force findings support the IATSE position that legislative action is needed in the area of transparency. The task force recommends that Congress “clarify IP laws, regulations, and agency activity,” pointing to the U.S. Copyright Office (USCO) AI Initiative that IATSE has been engaged in, in addition to forthcoming reports from the USCO.

In November, Sen. Peter Welch (D-VT) introduced the Transparency and Responsibility for Artificial Intelligence Networks (TRAIN) Act, which IATSE endorsed. The bill would enable rightsholders with a good faith belief that their works were copied into an AI model to subpoena the AI company for those training records. The bill aligns with the IATSE legislative goal of requiring transparency of generative AI training data sets. The Department is working with Sen. Welch and his staff to advance this legislation.

Vice President Miller reiterated that the International and its local unions must be intentional about protecting the work accomplished and being done by IATSE members and workers. He advised Locals and those in attendance to report immediately any work done by AI that is IATSE work or work that should/would have been done by an IATSE covered worker but for AI. Thus, if a computer is doing work that a person should/would have done, please contact the International and report it. Every IATSE technician is encouraged to advise if AI is taking/invading/or being trained on IATSE work.

President Loeb remarked that the IATSE will be on the landscape which is



why the International is attending global, national to the U.S. and Canada, and local conferences on AI. It is important to track the evolution of this technology to influence policy and be involved in any training. President Loeb emphasized that the IATSE will grab any and all work that falls within the Union's crafts' jurisdictions, stating "whatever touches our work is ours. We must ensure that any work that is IATSE remains IATSE covered work."

### **IATSE CENSUS**

International Trustee Patricia White reported that during the week preceding the meeting of the Board, the International shared with each affiliated local union the results of the first-ever IATSE Member Census. At the 69th Quadrennial Convention in 2021, the Delegates resolved that to move forward as a balanced and representative organization, the International needed to take stock of who we are. Thus, every member was invited to participate, and over 60% of IATSE members did.

Each Local has received a summary of results across the International, as well as a Local report containing the responses from its membership specifically. The results were delineated into the following categories: Demographics, Income, Work & Membership, and Family & Care. Each table includes the total count of each Local's members who responded to each question and the corresponding percentage.

Trustee White explained that for the report containing results specifically for each Local's membership, the results belong to the Local. Accordingly, each Local can determine how to handle the

confidentiality of census information amongst members, other Locals, and/or the public. The International will not share Locals' results publicly, or with any other Local.

President Loeb observed that knowledge is power, and the results from this effort will empower the Union to better advocate for the rights and interests of all entertainment workers and set a baseline for future research efforts.

He expressed appreciation to the Locals and all the members for their participation in the first ever IATSE Member Census.

### **IATSE STAGECRAFT DEPARTMENT**

International Vice President and Director of Stagecraft Michael J. Barnes, Vice Presidents John Lewis, Craig Carlson, Colleen Glynn, Paul F. Dean, Jr. Toni Burns and Carl Mulert, Trustee Patricia White, and International Representatives Peter Marley, Brian Munroe, and Daniel Little updated the Board on Department activities since the last Board meeting in July 2024.

Vice President Barnes began by acknowledging the impact of the Southern California wildfires and the Department's commitment to coordinate ongoing support of and to the Stagecraft Locals in the affected areas.

He began by reporting on several activities including strategic national campaigns, completed contract negotiations, successful organizing drives and administrative updates. An increase in Department activities is being driven by local unions' requests for bargaining assistance and an increase in participation with the Department's solidarity

campaigns. Locals are responding to the convergence of common, sector employers by joining to organize and negotiate. The solidarity of the Stage Locals is increasing and is having a positive impact on contract negotiations and organizing activities.

The Department is using Industry trends to assist local unions and create Department standards. Projections show that New York Broadway League Productions' gross revenue appear steady; League and Non-League Touring Productions are increasing because of the lower budget Short Engagement Touring and Bus and Truck Agreements. Regional Theater is slower to rebound post COVID. The Live Music Sector, by contrast, projects double-digit growth for the remainder of the decade.

### **National Solidarity Committees**

The Stagecraft Department is actively organizing and supporting a series of Solidarity Committees in Canada and the U.S., inspired by the Motion Picture Department's successful Basic Agreement negotiation strategies. These committees aim to strengthen, coordinate and facilitate the exchange of material, ideas, resources and support among Stagecraft Department local unions. Designed for inclusivity and flexibility, the committees are organized by craft, common employer, and Local size, with participation remaining entirely voluntary. Meetings are thoughtfully scheduled to minimize disruption to Local responsibilities.

Each Solidarity Committee is led by an International Representative and focuses on specific areas to address the unique needs of the union members they represent:



- Large Local Committee: Chaired by Brian Munroe
- Wardrobe Committee: Chaired by Stasia Savage
- Oak View Group Committee: Chaired by Chris Bateman
- Live Nation Committee: Chaired by Steve Lutge
- Broadway Touring Committee: Co-chaired by Stasia Savage and Brian Munroe

Plans are underway to establish additional committees for employers such as ASM Global, National Labor Brokers, and Front of House roles. These committees are further supported by member-led subcommittees focusing on: Bargaining, Organizing, Training, Legislative Initiatives and Research.

Participation from local unions has been robust, fostering greater communication and solidarity across the Stagecraft Department. This collaborative structure is expected to significantly enhance organizing and bargaining efforts, delivering measurable progress on union members' key priorities.

The work of these solidarity committees represents a proactive step toward strengthening the collective power of the rank-and-file members, local unions and the International.

### **Negotiations**

The Department aided in the completion of fifty-four agreements since the last General Executive Board Meeting in Calgary July 2024. The agreements involved all crafts throughout all Districts and included over forty unique Locals. Bargaining trends throughout this cycle included wage and benefit increases to

offset the impact of the cost-of-living spike which occurred during the past term. Tracking indicates higher increase were achieved in areas with historical lower wages and in the wardrobe craft in line with our objective to achieve parity between the wardrobe and stagehand workers.

### **ASM/Local 87 IATSE Co-Signatory Agreement**

The agreement is a jurisdiction wide agreement covering three facilities with expanded jurisdiction language.

### **IATSE and Barney Monk LLC**

The negotiations between IATSE and Barney Monk LLC for the United States were completed. A separate agreement between Barney Monk and Canadian the Department is being finalized.

The bargaining committee from the International included Representative Steve Lutge, Vice President Director of Canadian Affairs John Lewis and Representative Jason Vergnano and myself.

### **Other International Agreements**

Other International Agreements completed this cycle included Van Weizel Local 412 Sarasota Florida, ASM Locals 115 and AE 938 Jacksonville Florida, Local 50 Danny Wimmer Productions, Alvin and Alley Ballet.

The Department assisted the following Locals with bargaining resulting in ratified agreements:

Local 7 Denver Stage Marquis Theater and Summit Hall Contracts  
 Local 8 Philadelphia Stage Walnut Street Theater Contract  
 Local 28 Portland Oregon Addendum under the Rock Labor Agreement  
 Local 38 Detroit Michigan Stage Ford

Performing Arts Center  
 Local 38 ASM Convention Center  
 Local 48 Akron Ohio Stage Akron Civic Arena  
 Local 60 ASM  
 Local 74 Oakdale  
 Local 114 Oak View Group  
 Local 126 Fort Worth Texas Fort Worth Symphony  
 Local 127 Dallas Texas Stage Dallas Symphony Orchestra  
 Local 134, Team San Jose  
 Local 154 Oregon Shakespeare Festival Finance Group  
 Local 187 Morris Performing Arts Center  
 Local 190 Wichita Kansas ASM  
 Local 354 Tulsa Oklahoma Tulsa Ballet Theater  
 Local 442 American Theater Guild  
 Local 482 University of Illinois  
 Local 504 Anaheim California Disney Pyro and Pirates Dinner Theater  
 Local 720 Las Vegas Nevada Tuachan  
 Local 750 Goodman Theater  
 Local 756 Rocket Mortgage Center  
 Local 768 Mark Tiger and PACLAC the Music Center  
 Local 768 Pantages  
 Local 772 Washington DC Kennedy Center  
 Local 803 Dallas Texas Wardrobe Dallas Opera  
 Local 868 Treasurers and Ticket Sellers Kennedy Center  
 Local 874 Sacramento California Sacramento Ballet  
 Local B4 ASM, Boston Lyric Opera, Emerson Colonial Theater  
  
**Local B-29 Front of House Ensemble Arts Philly**  
 Local B-29 Front of House Ensemble



Arts Philly demonstrates the benefit of Locals working together and is a good example of the significant wage increase trends the Department has tracked for lower wage entertainment workers. The Employer's new name followed a merger of the Philadelphia Orchestra and Kimmel Center Inc. The merged companies operate across three venues: the Kimmel Center for the Performing Arts, the Academy of Music, and the Miller Theater.

Locals 8 Stagehands, Local 752 Treasurers and Ticket Sellers, Local 899 Wardrobe and Local B-29 Front of House have separate agreements with the Employer. The Locals support each other and over the last three cycles, the Locals bargained together for common language and addressed economics and craft specific items in each of the individual contracts.

Starting in or around April 2024, the four Philadelphia Locals engaged in separate but coordinated contract negotiations. Three Locals reached agreements with significant improvements.

The priorities of the Ushers were more extensive than the other three Locals. The Ushers negotiated up to a strike deadline and were successful in reaching agreement achieving all Local B-29's objectives before striking. Objectives included expanded jurisdiction, wage increases, and adding Juneteenth. The support provided by the International, IATSE Philly Locals, and other labor affiliates was needed by the Ushers to get the gains they demanded at the bargaining table.

Representative Daniel Little assisted and reported that Local B-29 won an

NLRB supervised election to represent Wolfgang Puck Food and Beverage Workers at the Live Nation owned Filmore in Philadelphia.

The Philadelphia Locals extend their thanks to President Loeb and the International for their support throughout these negotiations.

### **Organizing**

The International's commitment to organizing continues to resonate throughout the Alliance. Locals won nine of the eleven NLRB elections this cycle, including Local 7 Casa Bonita, Marquis Theater and Summit Hall, Local 17 Mercury Ballroom (Live Nation), the unit of 12 workers are now members of Local 17, and Local 500 Stage Riverside Theater.

Local 720 Tuachan and Hafen Theater Local 720 successfully organized the Live Nation managed Brooklyn Bowl and secured work at the Sphere and Allegiant Field. This commitment to organize workers and work in their jurisdiction has resulted in an increase in membership since the IATSE's 2021 Convention.

### **National Campaigns**

The Department's organizing strategy is ongoing. In House Counsel Adrian Healy has assisted with contract proposals and language modeled after the Industrial Touring Agreement.

The culture of organizing is spreading throughout many of the Stage Locals. Tracking of data since the 2021 Quadrennial Convention indicates over 170 grew in membership with 65 Locals increasing 25% or more in members. As we work together to identify and communicate with the workers, the

Department expects this number to continue to trend upward.

The increase in organizing campaigns is reflected in membership numbers. Most of the Stage and B Locals along with ACT are reporting growth. President Loeb's directive to create pathways to Membership is resonating. Locals that do not have an organizing plan are encouraged to attend the Stagecraft District Zoom Meeting and/or contact the Department at [stagecraft@iatse.net](mailto:stagecraft@iatse.net)

### **Administration**

Twenty-One Administrative assignments were reported to be completed since the last GEB, including mergers, conferences, grievance settlements, reviews of books and records and constitutional updates.

Three Locals in the Dallas-Fort Worth area, Locals 126, 127, and 803, facing low market share and internal challenges, have merged to form Local 128. This unification aimed to improve organizing efforts, negotiate better contracts, and provide consistent benefits and training. The merger involved establishing a unified dispatch system, a new leadership structure, and updated bylaws, while maintaining existing seniority lists. The new stronger entity is poised to better serve members and organize the growing entertainment market in the region.

### **Closing**

The Department was pleased to report the International has been assisting the New Orleans Locals which will be working various aspects of the upcoming Super Bowl, including the Halftime show, NFLXP and various parties. Local 39 has also secured work for the NFL Honors



at the Saenger Theater under their Industrial Commercial contract. Vice President Barnes extended appreciation to the NOLA Locals for their hospitality during this extremely busy time.

He concluded that the solidarity between the International and Locals has increased and with it there has been substantial growth and improvement for the workers represented by the IATSE and its local unions. In the upcoming GEB cycle the Department will continue facilitating interaction between the Locals through our Solidarity Campaigns and investing resources to organize the Live Music Industry and Off Broadway through national campaigns. Vice President Barnes thanked President Loeb and the General Executive Board for their continued support, the Department for their work and the Locals which are working together and with the International to organize and improve conditions. The opportunity to build on our foundation is there. Using the tools identified in the Four Pillars of Success and the Locals' solidarity as the mortar, the path for a secure future is paved.

Vice President Lewis complimented Vice President Barnes for including Canadian local unions in the early stages for discussions regarding the World Cup.

President Loeb observed that the Department is at a point where the puzzle pieces fit. Noting that the employers are international, it is important to use whatever leverage is available. President Loeb remarked that an aggressive strategy is called for to continue the organizing and collective bargaining successes. He encourages local unions to continue to connect and work together because

these efforts are benefiting the workers across the Alliance. He commended the Department on their diligence and commitment.

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

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 Lewis, International Vice President and Assistant Department Director Vanessa Holtgrewe, International Vice President Chris O'Donnell, Assistant Department Director Chaim Kantor, and International Representatives Wade Tyree, Steve Aredas, Anthony Pawluc and Marisa Shipley reported to the General Executive Board on current developments in the Department.

The Department continues to monitor various factors that affect employment; the strong last quarter of box office revenue hopefully will see more feature projects being greenlit this year. However, overseas production continues to grow as more countries create tax incentives for film and television, as well as develop a skilled work force.

The Department continues to take the lead in the negotiation of single production agreements and renegotiating term contracts, such as "The Daily Show" and "Sherri" talk shows. Vice President Miller and Assistant Department Director Kantor provided support to Local 52 during the successful negotiation of their Majors' Agreement with the Alliance of Motion Picture and Television Producers. Locals 161, 764, and 798 will be negotiating with the

AMPTP in February and the Department will support them as well. Kantor assisted Locals 161 and 700 in the renegotiation of their term agreements with Tyler Perry Studios in Atlanta, and a new term agreement between Netflix and Local 161 covering Accountants working in New York and New Jersey. Single production agreements were negotiated with the assistance of the Studio Mechanic Locals covering a wide range of productions in every genre and budget range, including reality shows, basic cable shows, and ultra-low budget theatrical features.

Organizing efforts have not slowed down as the Department continues to challenge non-union motion picture content. Working closely with the Studio Mechanics Locals, as well as regional and national Locals, International Representatives working in the Department found themselves spread throughout the country over the past six months.

The non-union commercial market continues to be monitored by the servicing Locals and the crew alike. Locals throughout the country have run successful organizing campaigns resulting in IATSE agreements on commercial productions for products and companies such as Caterpillar, Adidas, Lidl, Wanderlust Fidelity, Big Y, and Ford. In Southern California, more than twenty commercial and music video shoots have been organized since the last General Executive Board meeting.

Currently, there is a very clear and present danger for those who work on commercials. If members do not report and help organize ALL commercials, the ability to improve work under Union



contract is weakened and signatory entities will be enticed to find ways to produce non-union. Members need to report their non-union work to their Locals to preserve Union production.

Vice President Miller chaired additional bargaining dates for Local 111, the Production Workers Guild, with the Association of Independent Commercial Producers in October 2024. The parties had made significant progress in the shape of the deal and were focused on the final issues to bring the negotiations to a close. Potentially final negotiations dates were scheduled for January 14-16, 2025, in Los Angeles, but those dates were postponed due to the wildfires in the Los Angeles area. Vice President Miller is in conversation with the AICP to get additional dates scheduled as soon as possible in February.

Representative Pawluc has continued to work closely with Local 111's twenty plus member Constitution and Bylaws Committee and the collaboration has proved to be very insightful and productive.

The committee looks forward to the complete constitution and bylaws being adopted in conjunction with the Production Workers Guild's first contract ratification with the AICP.

Vice President Miller thanked Representatives Colleen Donahue, Pawluc, Shipley, and Local 111's Constitution Co-Chairs Chris Valdez and Jon Jones for their ongoing commitment and attention to detailed research to help shape this important inaugural document through its completion.

Representatives Donahue and Pawluc have continued to engage in the

development of the Production Workers Guild database and website, with a prioritization of function for the Local and its members. The next phase will include a protected, member and employer portal allowing members to interact and update their membership records and employers to review member and craft availability, contacts, and skills.

These advancements will be completed to coincide with the Production Workers Guild eventual autonomy, placing the Local, its officers and staff with a foundation for success.

The potential membership is estimated at around 4,600 members, with 1,622 accepted applications and another 299 pending.

In addition to work on the first contract and the foundational structure for an autonomous new national local, Local leadership has continued to engage their members in ongoing committee work. Individual craft caucuses and the rank-and-file table team have continued to meet to provide insight as the negotiations develop, as well as to begin developing an internal and employer facing "Best Practices" for local members, going beyond the contractual terms of the new agreement and supporting craft members in their roles.

The Transformation, Equity and Parity Committee is creating orientation resources specific for future members, volunteers, and committee chairs, which provide tools that ensure efficient and mutually supportive collaboration amongst members, with an emphasis on education for conflict resolution, allyship, self-advocacy, and more. Orientation resources for committee chairs with

higher responsibility in the union will include tools for equitable and empathetic leadership.

The Training & Education Committee has done work on developing "pro-union job" educational materials, handbooks for mentors & mentees to aid in training and mentorship for members on the job, a graphic novel to teach members how unemployment benefits work, the "PA Handbook" to help those new to the industry navigate work and bring their best to the job, a resume workshop, freelancer financial literacy resources and are in the process of producing multiple videos to assist in other education efforts of new union members.

Since ratification of the Basic, Videotape, and Area Standards Agreements, the Department has been working diligently to finalize the new wage charts that replace those formerly known as the "Movie of the Week" rates. Synthesizing the Basic wages and the quite different MOW chart proved to be complicated for a few classifications. Those are being worked out and will hopefully be finalized shortly.

Negotiated bulletins on a number of topics, such as the use of "grace" before a meal and the appropriate and necessary use of heating and cooling options at workplaces, were distributed to the employers shortly after ratification. These bulletins address common issues on set and serve as an educational resource for the employers and crews.

Brief primers to provide guidance on the improved sick leave and rooms and rides provisions in the contracts were drafted and sent to the MPTV local leadership in November.



At the end of the year, President Loeb appointed Larry Zano, of Local 44, and Brook Yeaton, President of Local 478, as the IATSE's firearms experts for work under the Basic and Area Standards Agreements. The expertise they bring as skilled Armorers will help inform future negotiation strategies and legislative work around the country.

Representative Shipley has taken over the vast majority of the work related to collecting, overseeing and releasing deposits. Holding money to protect IATSE members is a core function of the Department and the work is never done.

The work is vital to protecting crews, ensuring that servicing Locals are able to audit productions, and addresses outstanding issues before money is approved for drawdown or release.

Over \$48 million is currently being held on deposit for 360 projects and Representative Shipley has approximately forty projects in the stages of a drawdown request at any given time.

A select group of low budget producers, The Hollywood Commission, and the IATSE continue to meet and discuss how to improve the Respect on Set component of the Low Budget Theatrical Agreement. As a reminder of these provisions in the Low Budget Agreement, the IATSE now includes with start paperwork a requirement for the employer to provide the union with copies of their harassment prevention policies.

After years of development, the IATSE, in conjunction with The Hollywood Commission, launched MyConnex in early December. MyConnex is a reporting tool for film,

streaming, and television workers in the U.S.; the platform joins the IATSE Safety App and Safety Hotline as a way to report workplace instances of harassment. Vice President Holtgrewe, Representatives Shipley and Fry serve as administrators of this new reporting tool. Any Local who would like The Hollywood Commission to speak to their membership and/or executive boards about MyConnex should reach out to Holtgrewe or Shipley.

Additional term agreements, such as Beachwood Services, Pay TV, and the Academy of Motion Picture Arts and Sciences (who produce the Oscars), have been renegotiated to capture gains from the appropriate majors agreements.

Fremantle's low-budget agreement has been eliminated and all their productions will now be produced under the appropriate Majors Agreement.

Looking forward, the Low Budget Theatrical Agreement and the AICP Commercial Production Agreement expire in 2025. Bargaining committees will be appointed and proposals solicited from the Locals impacted by these agreements.

The report concluded with comments from Vice President Miller regarding 2024 and the extraordinary efforts of the Department to persevere through another challenging year. Vice President Miller thanked the Department for their work and also thanked President Loeb and General Secretary-Treasurer Wood for their continuing and ongoing support for the Department.

President Loeb thanked the Department for its report. It will be important to keep leveling the playing field, when it comes to

international competition for film and television production, on the Union and Department's radar. Regarding commercial production, the members must call in their jobs so that non-union work can be organized, and the Union must continue to address the structural challenges in the industry. President Loeb called on all the film and television production Locals to assist in these efforts. Concerning Local 111, the process has been difficult but will reach a successful conclusion. President Loeb concluded his remarks by thanking the Department for its effective representation of the members working in the film and television production industry.

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

International Vice President and Tradeshow Department Director Carlos Cota, International Representatives Dan'l Cook, Donald Gandolini and Bryant Preston provided an update on Departmental activities since the Summer 2024 meeting.

### **State of the Industry**

The convention and tradeshow industry continues to evolve as clients and associations look for ways to facilitate the in-person experience in a world where the hybrid working model continues to exist. The Department is starting to see a trend where more frequent smaller events held in a variety of atypical locations are replacing the single annual large convention model. However, Las Vegas, Chicago and Orlando continue to dominate the larger convention model. The Department is working with Locals across North America, including



Nashville, Kansas City, Minneapolis and Cleveland, with a view to ensuring all Locals are positioned to supply the labor for tradeshow and conventions under IATSE collective agreements.

### **Encore Global**

IATSE's relationship with Encore Global continues to face challenges. For example, Locals across the United States have initiated grievances against Encore taking issue with a variety of alleged discriminatory practices and alleged non-compliance with applicable collective agreement compensation terms. The Department will continue to assist all Locals in holding Encore accountable and remains hopeful that Encore's recent decision to engage different legal counsel will translate into the IATSE's priorities and concerns being addressed by Encore in a more meaningful and timely manner.

### **Freeman AV**

Vice President Cota and Representatives Cook and Eaves are in the process of negotiating a renewal of the IATSE's agreement with Freeman AV and with a view to addressing various workplace concerns including job misclassifications, minimum calls and cancellation compensation.

### **Local Support**

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

The Department continues to assist Local 7 in administering and enforcing the collective agreement with Encore and its pursuit of various grievances the Local has initiated against Encore. Representative Preston also provided the Local with assistance in negotiating

and finalizing renewal agreements with Freeman AV and GES. Highlights of those renewal agreements include significant wage increases as well as improved lead language, a premium for Entertainment Technician Certification Program (ETCP) certified riggers, lead pay options for forklift drivers and the recognition of Juneteenth as a recognized holiday under the agreements. The renewal agreements now also cover Local 62 in Colorado Springs.

#### ***Local 16, San Francisco, CA***

Representative Steve Lutge assisted Local 16 in organizing audio-visual workers employed by Inspire AV at the Meritage Resort and Spa located in Napa, California and will continue to assist the Local as may be required to secure a first collective agreement.

#### ***Local 31, Kansas City, MO***

Representative Preston assisted Local 31 in the Local's bargaining of a renewal collective agreement with Liberty Exposition Services, an in-town decorating company. Representative Preston also assisted the Local in renegotiating its Area Standard Agreement covering national decorating companies.

#### ***Local 134, San Jose, CA***

Representative Lutge assisted Local 134 in negotiating and finalizing a five-year collective agreement with Team San Jose, a company that manages six city-owned venues in San Jose, California, including a convention center, three theaters, a civic auditorium and several halls. Highlights of the agreement include the introduction of a new pay rate for highly skilled workers, significant

increases to existing pay rates and minimum call language. Representative Lutge has also been working Local 134 in Santa Clara, California to address some significant management changes at the Santa Clara Convention Center and to support workers following Pinnacle's assumption of the role of in-house audio-visual service provider from Encore at the venue.

#### ***Local 135***

Representative John Gorey assisted Local 135 to negotiate and finalize a renewal of its five-year Exhibitor Appointed Contractor (EAC) and Freight collective agreement. Highlights of the renewal agreement include Juneteenth as a recognized holiday, wage rate increases of twenty percent over the life of the agreement and the introduction of a supervisor to referral ratio of 1:3.

#### ***Local 336, Phoenix, AZ***

Representative Cook worked with Local 336 to negotiate a new agreement with Fern Expositions. The renewal agreement contains new language that clarifies the scope of the work performed by those in the rigging classification. The renewal agreement also contemplates a twelve and a half percent increase in wage rates over the life of the agreement and benefit contributions being payable on all hours worked.

#### ***Local 415, Tucson, AZ***

Representative Cook assisted Local 415 in negotiating renewal agreements with CSI and Heritage. Highlights of the agreements include significant wage increases, recognition of Juneteenth as a recognized holiday under the collective



agreement and improvements to the language governing stewards in the workplace.

#### **Local 494, Puerto Rico**

The Department continues to work with Local 494 to better position it to represent its members and also secure work for them through the pursuit of various organizing opportunities.

#### **Local 834, Atlanta, GA**

The Department assisted Local 834 to negotiate and finalize a renewal of its master decoration agreement covering eight employers including Freeman and GES. Highlights of the renewal agreement include an immediate increase in the hourly wage for apprentices and permit workers and wage rate increases of twenty percent over the life of the agreement. Language was also added to the renewal agreement which makes an apprentice's path to journey person status smoother.

#### **Training and Education**

##### **Audio Visual Readiness Training**

The Department continues to partner with Freeman AV to provide skills-based training opportunities for members, including the AV Readiness Training module. In 2024, the Department delivered the AV Readiness Training module to over two-hundred members in consultation with Locals in Dallas, Houston, Salt Lake City, Portland, Louisville, Kansas City and Minneapolis.

##### **Rigging Proficiency Training**

The Tradeshow and Stagecraft Departments have partnered with DeLong Rigging Solutions to develop a comprehensive Rigging Proficiency training program that is now available to

Locals which will assist in providing their signatory employers with professionally trained riggers on a consistent basis. Local 618 hosted the Rigging Proficiency Training program in August of 2024 while Local 193 hosted the training program in early January 2025. Locals 19, 33, 115, 251 and 504 are currently scheduled to host the program in 2025 as well.

#### **Industry Associations, Tradeshows and Conferences**

##### **LDI**

In December 2024, Vice President Cota and Representatives Cook, Eaves, Gorey, Preston and Ben Hague attended the LDI show in Las Vegas, Nevada.

##### **IAEE EXPO! EXPO!**

In December 2024, Vice President Cota, Retired Vice President Joanne Sanders and Representatives Cook, Eaves, Gandolini and Preston attended the annual Exhibition Services Contractors Association (ESCA) event at the Majestic in downtown Los Angeles during IAEE Expo! Expo! Retired Vice President Sanders and Representatives Preston and Gandolini also attended ESCA's Labor-Management Council meeting at the Los Angeles Convention Center in December 2024 as well.

##### **ESCA**

The ESCA Labor and Management Council now holds monthly meetings in an effort to foster greater participation and to ensure emerging issues affecting the tradeshow and convention industry are addressed promptly and effectively. The Department expects its relationship with ESCA contractors, which now includes GES as the employer chair of the Council, will remain strong. It is further

expected that they will continue to work together to support organizing efforts as well as the dismantling of systemic barriers that hinder workers' rights through a unified approach that advances labor rights and promotes fair practices across the industry.

##### **ESTA**

Representative Hague continues to serve on the Entertainment Services and Technology Association (ESTA) board of directors. Representative Hague and the Education Department's Hannah D'Amico were recently appointed to the organization's fund-raising committee while International Trustee Andrew Oyaas elected as the treasurer of that committee.

#### **Behind the Scenes**

Representative Hague continues to serve on the Board of Directors of the Behind the Scenes charity initiative. The Department is proud to support this worthy cause that provides resources and assistance to workers in the entertainment industry who may be in need.

#### **Upcoming Industry Tradeshows**

The Department will be participating in the following industry tradeshows in 2025: USITT in Columbus, Ohio from March 5 to 7; GDC in San Francisco, California from March 11 to 13; Exhibitor Live in San Antonio, Texas from March 16 to 19; and InfoComm in Orlando, Florida from June 7 to 13.

President Loeb thanked the Department for its report and commended for its continued diligence in representing the IATSE's members working in the convention and tradeshow industry.



## IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb, Communications Outreach Coordinator Megan Greene, Senior Communications Coordinator Steven Chaussee, and Press Coordinator Sean Miller provided an extensive update on the Department's activities and strategic initiatives.

The Communications Department continued to expand the IATSE.net website, a key platform for public and member engagement. From July 2024 to January 2025, the Department published forty-four online articles, including bulletins, press releases, announcements, and member stories. Additional digital developments included the launch of the Women's Committee Member Story Form, expansion of the IATSE Voter Toolkit, and the creation of a dedicated Los Angeles fires landing page with embedded video and a Google form for impacted members. The Department is evaluating the feasibility of migration and will present findings at the next General Executive Board meeting.

The Organizing Victory and First Contract Win form, launched in Winter 2023, continues to successfully highlight union wins. The Locals and representatives are encouraged to submit information via this form to streamline the development of press releases, social media posts, and website articles. Additionally, the Department maintained and expanded microsites dedicated to ongoing organizing campaigns, including gameworkers.org, vfxunion.org, as well as several stagecraft campaign specific sites through liveeventworkers.com.

These digital platforms provide essential organizing resources, including NLRB voting information, FAQs, and ways to get in touch with an organizer.

The Department reported continued shifts in the social media landscape, with platform changes impacting union engagement. Meta's policy changes affecting political content recommendations may influence outreach effectiveness. Engagement on X, formerly Twitter, has declined significantly due to algorithmic shifts and user departures. Regulatory uncertainty surrounds TikTok, making it difficult for the Union to justify investing time into growing on the platform. The Union now manages the @iatse.bsky. social handle on Bluesky, which has gained 6,200 followers. The Department thanked Canadian Animation Guild President Eddy Pedreira for securing the account on the International's behalf. The Department also provided updated performance metrics from July 1, 2024, to January 1, 2025, which showed growth in Facebook, Instagram, and LinkedIn followings, with a decline in Twitter engagement. A revised IATSE Social Media Guide is under development to align communication strategies with evolving best practices.

The Communications Department has prioritized video as a primary engagement tool. In October, the Department hired a digital media specialist to oversee video production. A small recording studio is being developed within the New York office as part of ongoing infrastructure improvements. Recent video projects have included organizing and bargaining updates, event recap videos, and updates

from International President Loeb. A best practices guide for recording cell phone content has been developed to support Local communicators and field representatives.

The Department has expanded its media monitoring capabilities, with the new ability to locate and download clips mentioning the union or its campaigns in broadcast television, podcasts, radio, and online video. Since implementation in December, the platform has revealed significant earned media mentions across high-profile outlets, expanding IATSE's visibility. Between December 30, 2024, and January 27, 2025, the Department tracked major media coverage, with significant features in publications including Deadline, The Hollywood Reporter, and The New York Times.

The Communications Department collaborated with the Diversity, Equity, and Inclusion Committee to expand the "Member Stories" program, highlighting four IATSE profiles in the AFL-CIO's blog and posting four additional member graphics on social media. To date, 144 member stories have been published.

The Department, in collaboration with General Secretary-Treasurer Wood, continues to produce the Official Bulletin. The publication received multiple Labor Media Awards, including first place for Visual Communications for Best Design of a Single-Issue Publication and honorable mention for Visual Communications for Best Design of a Multi-Volume Publication.

Mass texting remains a critical organizing and communication tool. The Department is facilitating sub-accounts for interested Locals. Since July



2024, the Department has distributed ninety-three email blasts to officers, newsletter subscribers, members, and allies. Additionally, the public-facing advocacy email list has grown to 374,000 subscribers, while the Department has provided training to fifty-six Locals on the Action Network email platform to date. Locals interested in using Action Network were urged to reach out to the Department.

The Department launched the Los Angeles fires webpage, serving as a central resource hub with a video message from International President Loeb, updated aid resource listings, and information on the Walsh/Di Tolla/Spivak (WDS) Foundation and donation mechanisms. Additionally, a first-ever PayPal donation portal was launched at [iatse.co/mutual-aid](https://iatse.co/mutual-aid) to streamline contributions to the WDS Foundation.

The Communications Department supported multiple organizing and bargaining campaigns, including Off-Broadway, the Atlantic Theater, Encore Las Vegas, Local 7's Casa Bonita organizing drive, Local 87's negotiations with ASM Global, Local B-29 Ushers' contract campaign, and Local 745's Timberwolves/Lynx broadcast crew organizing. The Department also presented at the Sports Broadcast Summit, delivering an updated "Communicating for Union Action" training session.

The Communications Department partnered with the Political Department to develop the IATSE voter toolkit, a comprehensive resource including polling place finder, voter registration status verification, voter ID law guidance, and poll worker sign-up resources. The

Department provided communications support for the Animation Guild Negotiations, including media coordination and petition promotion, and the VFX and gameworkers organizing campaigns, with ongoing microsite improvements and weekly planning meetings. Support also included MPTV Local communications efforts, including promotion of the MyConnex Reporting Tool, and coordination of media coverage surrounding IATSE's role in firearms safety.

The IATSE received fifteen Labor Communications Awards, the highest number to date, recognizing achievements in social justice advocacy, publication design, video production, and union communications.

The Communications Department concluded by stating its goals and priorities for 2025, including to enhance support for Departments and Locals through new communication guides, continuing to monitor platform shifts in the social media space, expand video content production and training, and coordinate communication strategies regarding political and legislative impacts on entertainment workers.

International Vice President Damian Petti remarked that the Department's support and assistance in communicating to members during disasters has been phenomenal and thanked Department.

International Vice President Michael Barnes noted that the Department was helpful during negotiations and helped a local union avoid a strike.

International President Loeb began his remarks by congratulating the Department for winning awards

over the year. He further observed that support from the Department is vital and is a pillar of the IATSE especially in organizing campaigns and collective bargaining negotiations. President Loeb then noted that publicizing contract wins has been propelled by the Department, and the Department videos are timely and important for the members.

President Loeb concluded his remarks by saying the Department strengthens every campaign in which the Alliance is engaged, and he thanked the Department for its report.

## **IATSE EDUCATION AND TRAINING DEPARTMENT**

International Trustee and Department Director Patricia White and International Representative Jennifer Halpern presented the report of the IATSE Education and Training Department.

## **LEADERSHIP TRAINING**

New and seasoned local union leaders alike continue to demand leadership education that provides critical information for running effective Locals and teaches methods for building solidarity. To fully prepare IATSE leaders to meet the challenges ahead, leadership education must both prepare Local leaders to fulfill their transactional duties and provide methods and best practices that promote transformational aspirations. The Department strives to incorporate both elements into its leadership training programs and whenever possible, to intertwine them.

## **Training for Local Leaders at the 2025 Mid-Winter GEB**

On Wednesday afternoon, General Secretary-Treasurer James Wood present-



ed an education session to prepare Local leaders and staff for the 70th Quadrennial Convention. The session provided important logistical information about hotel accommodations, transportation and per diem costs, how the number of delegates per local union is calculated, and credential certificates.

General Secretary-Treasurer Wood explained the agenda for both the GEB Week that precedes the convention, as well as for the Convention. He informed attendees of key events, including caucus meetings, committee work, and, importantly, the business of the convention. Both veteran and new leaders came away with a better understanding of what to expect at the Convention.

### **IATSE Officer Institute**

Officer Institute 1.0, the Education and Training Department's flagship training course, has graduated 1,321 Local leaders. Demand for the five-day course, which provides the knowledge leaders need to effectively lead their local unions remains high. Three sessions of the Officer Institute 1.0 are planned for 2025: February 24 – 28 in Atlanta, GA; May 12 – 16 in Cambridge, Massachusetts; and October 6 – 10 in St. Louis, Missouri. Even with larger and more frequent classes, sessions of the Officer Institute sell out quickly, and Local leaders are encouraged to apply early. Applications are on the IATSE website, and in the Bulletin. A limited number of financial subsidies are available for small local unions each session. All sessions are open to both U.S. and Canadian local unions.

### **IATSE Advanced Officer Institute (2.0) Secretary-Treasurer Training**

The 2.0 course for Secretary-Treasurers provides leaders in this critical role sessions on books, records, finances, minutes, government filings, and more. Alongside labor educators and experienced practitioners, General Counsel Samantha Dulaney teaches labor law as it applies to the critical duties of secretary-treasurers. General Secretary-Treasurer James B. Wood covers best practices recommended to ensure healthy local unions, as well as the policies and procedures of the International and the session held from October 15 – 17, 2024 in Philadelphia, PA had twenty-eight graduates from twenty-four local unions. Since its inception in 2016, 290 officers have graduated from this course. Future sessions will be planned for Fall 2025.

### **Local Union Trustee Training**

Local Union Trustee Training supports the important role of trustees in helping their Locals comply with applicable laws, avoid problems involving fraud, and support good financial practices. Trustees participate in a mock audit, where they can practice simple procedures for auditing the books and records of their local unions and discuss how the role of the Trustees fits in with the other work of the union. General Secretary-Treasurer Wood leads some of the course modules himself, along with expert accountants, and trustees receive a wealth of knowledge. The next session of this course will be held in Austin, Texas from April 23 – 24, 2025, and the application can be found on the IATSE website and in the Bulletin.

### **Essentials of Union Leadership Series with the University of Wisconsin School for Workers**

Because schedules and finances often make travel to in-person classes impossible, online leadership education is also available. Presented in partnership with the University of Wisconsin School for Workers and taught by popular instructor Don Taylor, the Essentials of Union Leadership series focuses on effective leadership principles and tools to help attendees build high-capacity local unions, effectively represent workers, communicate clearly, and set and achieve long term goals. The IATSE-specific coursework can be completed anytime within the week, allowing leaders to study at their own pace. Currently serving local union officers, officials, trustees, and executive board members may take as many or as few of the courses as they like, there are no pre-requisites.

At least one of these courses has been taken by 943 Local leaders and the sixty-five who have completed all four courses have received a certificate of Completion from the University of Wisconsin.

The continuation of these free week-long virtual courses ensures that Local leaders whose schedules and finances make travel impossible still have access to educational opportunities that strengthen their local unions.

### **Webinars for IATSE Leaders and Members Since the 2021 Convention**

As of December 23, 2024, the Department has presented 137 webinars to a total of 13,810 attendees on a range of topics that are important to strong healthy unions. Recordings are available at all times on the International's two



webinar channels. New webinars for leaders and members are being launched every month and promoted through the Communications Department, via email, newsletters, and social media.

### **Labor Education Assistance Program (LEAP)**

In addition to direct education and training programs, the Labor Education Assistance Program (LEAP) continues to provide reimbursement for union leaders and officials who enroll in labor studies courses. As of December 31, 2024, Local leaders were reimbursed for a total of \$11,301.64 in Canada and \$29,793.93 in the United States for a total of \$591,947.79 since the program began in the fall of 2009. Online courses are also eligible for reimbursement.

### **IATSE International Staff Training**

Leaders at all levels of the IATSE participate in the International's culture of continuous education, including President Loeb, General Secretary-Treasurer Wood, all the International Vice Presidents, Representatives, and key staff.

Staff Training is an opportunity to prepare for the year ahead, both in a practical sense and an aspirational one, and the focus of the 2024 training was the 70th Quadrennial Convention. Todd Vachon, from Rutgers University, facilitated the training, leading discussions around internal organizing; Megan Hunter, from the High Conflict Institute provided tools for smooth communication and Kate Shaughnessy, from the AFL-CIO Education Department, led an exploration of listening for understanding.

### **District Convention Education Sessions**

As an Alliance that spans the entire United States and Canada, education sessions at the annual District Conventions serve as an opportunity to raise awareness about issues that affect all. Following the mid-summer GEB Meeting in Calgary, the Department presented education sessions for the District 1, District 7, District 14, and District 11/12 Conventions. The training, *Overcoming Polarization for 2024 Electoral Wins*, was a collaboration with the Political/Legislative Department and provided a framework for talking to people with differing/disagreeable opinions and beliefs about shared values, problems, and solutions. In her report to the Board, Director White emphasized the importance of normalizing political discussions among union kin, because regardless of the results of any one election, polarization weakens democracy, while unions bolster democracy. The Canadian District Convention omitted content exclusively related to the U.S. presidential election outlook and delved deeper into how to have difficult conversations and provided tools and techniques for de-escalating conflicts, which will serve the local unions of the Alliance well, regardless of country or political circumstance.

### **Collective Bargaining**

The Education Department continues to work with craft departments on request to prepare bargaining committees for negotiations. In early October, Director White presented a collective bargaining class at the Broadcast Department Summit. Originally created to prepare

bargaining committees in the Motion Picture and Television Department for the Basic and Area Standards Agreements negotiations, this training has been adapted for a range of needs, including for organizing drives.

### **The IATSE Road Show: Why Unions Matter**

One of the Department's oldest resources for local unions is *The IATSE Road Show: Why Unions Matter*. This presentation teaches 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. The Road Show was presented six times since the mid-summer board meeting in Calgary: August 7, 2025 - New York, NY at Local 52; August 18, 2025 - San Diego, CA at Local 122; October 30, 2025 - New York, NY again at Local 52; October 20, 2025 - New York, NY at Local 600; and October 26, 2025 - Boston, MA at Local 48 and January 2025 for the Local 600 National Executive Board.

### **Trainings for Presentation by local unions**

#### ***Passion and Pay: Why Unions Matter***

Many people do not understand what a union is, or if they do, they believe unions are a thing of the past and are not relevant anymore. *Passion and Pay* was developed by the Education and Training Department as a resource for local unions to use to inform and enlighten



unrepresented workers, students, and members of their communities.

### ***IATSE Shop Steward Training***

The updated Steward Training curriculum, which was the focus of the Education Session at the 2024 Mid-Summer GEB in Calgary, remains available to all local unions. A webinar version of the Education Session, “IATSE Stewards: Our Vital Link” can be found on the IATSE Leadership Webinar channel to watch anytime. The IATSE Steward Training was designed for use by local union trainers and can be used as is or customized to meet each Local’s needs. U.S. and Canadian versions of the training are available to Locals upon request.

### ***IATSE Worker Bootcamp***

Like Steward Training, IATSE Worker Bootcamp was created for local union trainers and includes a U.S. and Canadian version. But instead of training Stewards, Worker Bootcamp is an introductory training designed for all current and prospective IATSE workers, members, and Local leaders. All interested local unions should contact the Education and Training Department to learn more.

## **STUDENT OUTREACH**

Representatives from the Education, Stagecraft, and Tradeshow Departments will be in to Columbus, Ohio from March 5-8, 2025, to attend the United States Institute of Theatre Technology’s (USITT) annual conference and tradeshow. While there, Representatives present panels, attend meetings and events, and manage the Union’s booth on the tradeshow floor. USITT provides a space for IATSE representatives to

network with theatre technology students and young professionals entering the industry. Our panel, “Hidden Talent: A Discussion on Transferable Skills Across the Entertainment Industry” will ask students to consider the fluidity of skills across entertainment disciplines and discuss how the Union represents workers across all entertainment sectors.

Many local unions express interest in engaging in outreach to students in their jurisdictions. The Education and Training Department has worked with local unions and not-for-profit partners to create programs that can serve as models for Locals that wish to organize events or create programs of their own.

The International’s partnership with The Roundabout Theater Company in New York City is comprised of two programs. Hidden Career Path Days expose New York City public high school students to careers backstage that they may not have considered. Local unions interested in producing their own Hidden Career Path Day can contact the department to receive a guide that has been created for Locals to use as a template. The Theatrical Workforce Development Program is a three-year post-high school training program which prepares underrepresented young workers for careers backstage.

ReelWorks continues to work with IATSE local unions both in New York City and beyond to create opportunities for careers behind the scenes in the motion picture and television production.

Each of these programs foster IATSE member involvement, a key component of strong local unions. They also broadcast the IATSE’s commitment to

fairness and equity and instill good union values in the next generation of workers. Local unions engage independent student outreach projects in their own communities, and the Department’s efforts serve as models and inspiration for much good work.

## **Craft Skills and Safety**

The Entertainment Services and Technology Association (ESTA) and its members maintain important safety programs including the Technical Standards Program (TSP) and the Entertainment Technician Certification Program (ETCP).

The IATSE is committed to the success of ESTA and its programs. Representatives Ben Hague and Hannah D’Amico are currently serving on the ESTA Board of Directors as Vice President and Organizational Director, respectively. As of January 2025, International Trustee Andrew Oyaas has been elected Treasurer of ESTA. Locals are encouraged to become members of ESTA, promote ETCP certification, and identify subject matter experts to sit on TSP Working Groups.

The IATSE TTF reimburses workers who successfully pass any of the ETCP certification tests as well as workers who serve on the Technical Standard Committees. The TTF also reimburses for the cost of ETCP recertification and a limited number of ETCP practice tests available through the ETCP website.

The Entertainment Technician Certification Program (ETCP) recognizes individuals who have demonstrated the highest levels of knowledge, skills, and abilities in specific entertainment



technology disciplines such as rigging and electrics.

The Department strongly urges local union subject matter experts to join TSP Worker Groups. The TSP is the only ANSI-accredited standards program geared toward the Entertainment Technology Industry. Manufacturers, employers, installers, and workers across the industry utilize these standards to prevent accidents, injuries, and ultimately save lives. TSP standards directly impact IATSE work, and workers must be involved with their development. For example, this past summer, IATSE workers involved with a TSP Working Group advocated for the removal of language from a standard that would place safety liability on the employee, rather than on the employer, where it usually begins. Participation in TSP Working Groups ensures that the International has a voice in safety standards used in the industries in which we work. More information about the TSP can be found on ESTA's website: <https://esta.org/>.

USITT and the IATSE remain active partners in the USITT – IATSE – OSHA Alliance. Director White represented the IATSE at OSHA's Annual Alliance Forum held in Washington D.C. this past September. In October, the Department compiled the Union's biannual OSHA Alliance Report of activities from April 1 to September 30, 2024. The report revealed that the IATSE and the IATSE TTF sent 147 safety-related communications, held forty-five events for non-OSHA staff, and two trainings for OSHA staff, totaling 194 safety and health-related communications and events for the six-month period.

Our OSHA Alliance holds

quarterly, virtual meetings to discuss administrative updates and upcoming safety observations. Upcoming safety observances for 2025 include Workers' Memorial Day (U.S.)/National Day of Mourning (Canada) (April 28), Safety and Health Week (May 5 - 10), and OSHA's Heat Illness Prevention Campaign, to name a few.

The International's commitment to health and safety extends beyond OSHA observances. During National Suicide Prevention Week in September, the Department partnered with Mount Sinai Selikoff Centers for Occupational Health to present a webinar on Stress Reduction Strategies. Additionally, the Union maintains a strong relationship with the Behind the Scenes Foundation (BTS), which provides mental health training and resources to the entertainment industry. The IATSE proudly sponsors the BTS Stop Bullying, Harassment, and Intimidation Campaign's quarterly training on "Bystander Intervention in the Entertainment Industry." Registration is free for all entertainment professionals on the BTS website. The next two trainings will be: Sunday, April 27 from 4 to 5:30pm ET and Monday, July 28 from 4 to 5:30pm ET.

Behind the Scenes continues to offer Mental Health First Aid course for U.S. members. The Actors' Fund Canada offers the training for Canadian members. All U.S. 2024 scheduled trainings are available on The Behind the Scenes and AFC websites.

Keeping pace with emerging technologies remains a high priority for the Department as evidenced by long-standing relationships with the IATSE

Training Trust Fund, the Audiovisual Integrated Experience Association (AVIXA) representing the commitment to training IATSE workers on new digital and audiovisual technologies. Workers interested in learning more about AV and digital technologies can access free AVIXA memberships and audiovisual training available through the IATSE TTF.

Representatives from the Education, Tradeshow, Stagecraft, and Canadian Departments will attend the InfoComm 2025 Conference and Tradeshow in Orlando, Florida from June 7-13, 2025. IATSE members receive free access to the InfoComm Tradeshow through the International's TTF partnership.

## CONCLUSION

Director White concluded by encouraging local union leaders to be sure that they are on the Communications Department email list to receive notifications of educational opportunities including webinars, courses and more, and to look in the Bulletin and on the IATSE website for many helpful resources, links, information, updates, and applications.

Vice President Miller expressed appreciation to Director White for being receptive to new courses and ideas, particularly regarding the collective bargaining training classes.

President Loeb announced to those in attendance that Trustee and Director White has been appointed a Director to the Federal Reserve Bank of New York, a rare honor for members of the public. In that capacity, Director White will be one of nine directors on the Reserve Bank. Director White represents the



interests of the public, ensuring that the Federal Reserve's decisions on monetary policy are informed by actual economic conditions.

President Loeb observed that three International Representatives (Oyaas, Hague, and D'Amico) now serve on the ESTA Board, which raises the profile and influence of the International as a leader in safety and in writing standards that govern the IATSE'S industries. He further noted that he is not aware of any other international union with as robust education and training program for its Locals and members. LEAP has reimbursed over half a million dollars for courses to enhance members' skills. President Loeb reminded those in attendance that the education program was built from scratch. At present over 1300 members have been educated and ninety-one percent of Local unions have at least one officer who has completed training offered by the Department. President Loeb concluded by stating that he is determined that the IATSE leaders, representatives, and local unions provide the best representation possible to the members. He thanked Director White and Representative Halpern for their tireless work.

## **IATSE BROADCAST DEPARTMENT**

Broadcast Department Co-Directors Steve Belsky and Francis O'Hern together with International Representatives Rachel McLendon and Justin Conway, reported on developments within the Broadcast Department since the Board's last meeting.

As has been reported extensively in the past, the changing state of affairs in sports

broadcasting still presents a constantly changing landscape. Companies and brands have entered and exited the industry. Those who hold broadcast rights have changed. Distribution methods continue to evolve. Cost cutting seems to be aimed at crewmembers, who are in some instances viewed as the least expensive component of a sports telecast. Still, the Department continues to engage with employers and protect the interests of our union-represented technicians.

It was noted that the expansion of certain college sports conferences has led to more technicians and shows now coming under the coverage of IATSE collective bargaining agreements for broadcasts in several areas. While one other major employer also continues to grow, its new corporate structure has not impacted upon the Alliance's ability to achieve equitable deals with this employer.

In Chicago, three out of the four major local sports teams have witnessed changes surrounding local distribution rights. These changes offered the Alliance an opportunity to correct some historic imbalances in pay structures within that territorial market. The desire for stability as employers have charted new courses has led to agreement on some of the most beneficial contracts in history for workers in this market. Hard bargaining, backed by research into relevant economic conditions, focused on wages in particular produced a seventeen percent increase over the term of the most recent contract. Additionally, an agreement was reached to bargain terms and conditions for a newly organized and formerly non-union studio production crew.

In August, the Department successfully concluded negotiations with a major California sports franchise, resulting in significant benefits for workers within the jurisdiction of Local 119. This agreement features a notable wage increase of nine percent over the contract's three-year term; enhancing member earnings. Additionally, meaningful healthcare and retirement benefits have been instituted, significantly boosting the overall compensation package for these crew members. This marks the second full-term agreement for in-house technicians.

Bargaining efforts with another national broadcast network successfully concluded just before end of 2024. The International and Local 444 achieved another renewal agreement, finalizing negotiations ahead of the contract's expiration and setting new precedents. The bargaining committee effectively countered the employer's regressive proposals, preserving previously secured worker benefits. Local 444's leadership offered commendable guidance throughout this process, securing member trust, and retaining annual economic increases.

Significant strides have been achieved with the newly chartered Local 216, which has successfully installed its first slate of officers. Those officers have assumed their roles and responsibilities, and the Local now has the tools and access to resources that it needs to function autonomously. Workers in the jurisdiction of Local 216 have also secured voluntary recognition from a notable employer operating in its region, marking a critical milestone because this is the second market



employer now under contract. This development strengthens the IATSE's bargaining authority and enhances our presence in that region.

In October, Local 317 hosted an annual sports broadcast summit in Indianapolis, Indiana which received strong participation from officers from all Broadcast Locals. This event highlighted our collaborative approach to addressing industry challenges. With the completion of six summits, the IA continues to establish robust solidarity among sports Locals, significantly enhancing the International's collective representation and advocacy for broadcast members. Those reporting expressed their appreciation to International Trustee and Education Department Director Patricia A. White and President Loeb for their respective participation.

It was noted that this industry still faces dramatic changes. Yet, the Broadcast Department continues to recognize that maintaining solidarity has been paramount to future success. Both within regional markets and between them, the Department has sought to increase worker solidarity through increased communications and cooperation, leading to continued success in collective bargaining negotiations. While the industry may have hopes of finding economic relief through lower employee wages and cost-cutting, the Department has maintained its focus on organizing. Organizing allows the Union to strengthen working conditions for technicians within this workforce and eliminate the opportunity for employers to find alternative sources of experienced, trained personnel. The Alliance has

therefore broadened the scope of its organizing activities, looking to in-house fan experience productions; studios that produce programming ancillary to main event broadcasts; and other production companies that work in live events. Our goals remain active across the entire range of the sports broadcast field.

The report mentioned that the Southern California wildfires, covered in separate reports, placed numerous people in danger of losing their homes, work, and livelihoods in live events. Contractual payments for canceled work were secured during the peak of this disaster from studios and venues after the threats surrounding those fires subsided.

President Loeb noted that the broadcast industry is going to continue to change but there will be strength coming from organizing and generally workers are choosing the IATSE. In order to care for workers in this sector, we will continue to fight for the values that are worth it and negotiate for the workers' benefits. He noted that there is steady growth and there's still plans and projects ongoing, which have the full support of the Board.

### **IATSE CANADIAN AFFAIRS REPORT**

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representatives Jason Vergnano, Jeremy Salter and Nancy Hum-Balbosa, Canadian Labour Congress Delegate Siobhan Vipond and Canadian Legal Counsel Ernie Schirru reported to the General Executive Board on Canadian matters (not covered in separate reports).

Vice President Lewis presented an

impassioned and patriotic statement on behalf of the sovereignty of Canada and the pride of all Canadian Citizens. He condemned in the strongest way possible United States' annexation of Canada, describing it as an affront to all Canadians and not a joking matter. Those in attendance interrupted the report to applaud these remarks and stand with their Canadian kin.

### **Servicing – Collective Bargaining Assistance**

The Department continues to service the 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. A snapshot of all collective bargaining assignments by the Department since July 2024 is set out below:

Total number of bargaining assignments – 48 (with an additional 20 pink contract negotiations that will be the subject of a separate report);

Number of collective agreement negotiations successfully concluded – 19

Number of first collective agreement negotiations - 20

Number of stage craft collective agreement negotiations - 22

Number of front-of-house collective agreement negotiations – 16

Number of animation and/or visual effects collective agreement negotiations – 6



Number of film and/or television collective agreement negotiations – 4

Unlike previous reports of the Department, there were substantially fewer negotiations which required the filing for conciliation or the taking of a strike vote. Conciliation was only filed in four instances and only two local unions held a strike vote and neither went out on strike. The Department's experience confirms first collective agreements generally take longer to conclude. Of the twenty negotiations for a first collective agreement the Department assisted Locals with since July 2024, only four have been concluded to date. A review of the Department's negotiation metrics confirms the negotiation of a first collective agreement takes approximately ten months compared to an approximate seven and a half month negotiation process for a renewal collective agreement. The fact that the first collective agreement negotiations the Department is assisting Locals with relate to very large visual effects and/or animation bargaining units and employers that have no previous experience with unions has contributed to the longer duration of the bargaining process.

The Department's negotiation metrics referred to above are consistent with bargaining trends in Canada generally. Based on information referenced in a Globe and Mail article issued on January 21, 2025, bargaining trend data in Ontario (the only province which records the length of time to bargain agreements), confirms the average duration of negotiations for a first collective agreement for both public and private sector unions in

Ontario in 2024 took just over thirteen months, which is a sharp increase from the average seven months it took in 2023 and the average five to eight months it took between 2018 and 2022. Apart from challenging economic conditions, academicians speculate that the decreasing rate of unionization lends itself to protracted negotiations as employers involved in collective agreement negotiations have limited experience dealing with unions.

The first collective agreement negotiations the Department is assisting Locals with include negotiations with animation/visual effects employers DNEG, which has approximately 500 employees working in three provinces, Wildbrain Animation, which has approximately 500 employees and ICON which has approximately 700 employees. All three of these employers issued substantial lay-offs following IATSE's certification as exclusive bargaining agent for affected employees. These lay-offs gave rise to numerous legal issues that have contributed to the slower pace of the first agreement negotiation processes with each employer. The Department was, however, able to avoid the prospect of protracted litigation with DNEG by reaching a national framework for bargaining a first collective agreement covering three provinces. Representatives Lecompte and Hum-Balbosa have been assisting Vice President Petti. Vice President Lewis and retired Representative Julia Neville have also been assisting in the negotiation process as well. The negotiations with DNEG and Wildbrain are expected to conclude in the very near future.

The Department's negotiations for a first collective agreement with equipment rental company Sunbelt in Ontario (formerly operating as Willam F. White) following the successful organizing drive in 2023 have been particularly contentious. The IATSE has initiated (and since resolved) human rights and wrongful dismissal claims on behalf of some of the affected employees. Disputes over the final scope of the IATSE's bargaining unit remain outstanding as well and will be proceeding to litigation in 2025.

Canadian film and television Locals continue to see the benefit of pattern bargaining in the film and television industry in Canada. In 2024, Local 873 negotiated a renewal of its term agreement covering film and television work in and around the Greater Toronto Area in Ontario before the bargaining of the International's Basic and the ASA agreements. Local 873 was able to secure a renewal agreement that maintained the pattern of wage settlements secured by SAG-AFTRA, the WGA and the DGA.

More recently, International Representative Monty Montgomerie and Vice President Lewis assisted Local 411 in securing renewal collective agreements covering production coordinators and craft service workers in Ontario. Highlights of those renewal agreements include significant increases in compensation, increases to employer contributions for health and retirement benefits, improved paid sick time and meal penalty entitlements as well as improved turn-around time language. Local 514 also recently concluded its negotiation of a renewal of its term



agreement with the Quebec Producers Association that includes significant increases to compensation and now is more in line with other Local 514 collective agreements covering film and television production work in Quebec. The British Columbia Council of Film Unions, which includes Locals 669 and 891 as well as Teamsters Local 155, also recently completed bargaining of the Council's three-year term agreement with the Alliance of Motion Picture and Television Producers and the Canadian Media Producers Association. The Council's renewal agreement, which is still subject to ratification, follows industry patterns as they relate to wages, working conditions and language relating to artificial intelligence.

### **Pink Contract Negotiations**

Unlike in the IATSE's Pink Contract framework in the United States, Pink Contracts in Canada are bargained separately by the Department with each signatory live performance producer. Representative Vergnano is leading the Department's negotiation of renewal agreements with the various signatory employers. The Department expects those negotiations will translate into significant wage increases and the introduction of a new overtime structure as well and will provide an update on the Department's efforts in this regard in due course.

### **Organizing**

Since July 2024, the Department has been involved in forty-nine organizing campaigns across the country that are in various stages and relate to seventeen possible animation and/or visual effects

bargaining units, six possible film and/or television bargaining units, ten possible front-of-house bargaining units, six possible stage craft bargaining units and three possible gaming worker bargaining units.

In Quebec, Local 514 was recently successful in establishing its recognition under Quebec's Status of the Artis Legislation (which governs the representation of workers in the film and television industry in Quebec), to represent more than three-hundred researchers working in documentaries and non-scripted programs (as well as some scripted), talk shows, quiz shows and news magazines in Quebec. Local 514 is also embroiled in a dispute with the Directors Guild of Canada (DGC). The Department is assisting Local 514 in defending the Local's jurisdiction in Quebec and, to this end, the International has initiated the internal complaint proceedings at the Canadian Labour Congress against the DGC.

### **CEIRP**

The Department is proud to confirm the Canadian Entertainment Industry Retirement Plan ("CEIRP") reached \$1.4 billion in assets prior to the conclusion of 2024. In 2025, the CEIRP Committee will be undertaking initiatives that are expected to positively impact IATSE members and their families for years to come. In particular, CEIRP has commenced and will continue with a messaging campaign with members and employers to encourage them to increase contributions to the plan in order to sustain members' living standard in retirement. In addition, CEIRP is reviewing a recently

received comprehensive feasibility study which explores the prospect of transitioning CEIRP's current a group RRSP framework to a Target Benefit Pension Plan (TBPP). Depending on the particulars of the TBPP's structure, it could afford participating members with the ability to secure a consistent and reliable retirement income stream following their retirement.

### **Public Funding for Training and Education Efforts**

While the IATSE has made significant gains in recent years with respect to the training and education of members, the IATSE's efforts in this regard have almost exclusively been self-funded. The Department has retained a consultant to assist in securing financial support for its go-forward training endeavours from the federal and provincial levels of government. Possible avenues of government funding include funding for the construction of training centres as well as curriculum development, the costs of trainers as well as travels costs for trainers and students. The Department will also be working with the IATSE's Training Trust Fund representatives on this initiative in 2025.

Vice President Lewis concluded the report by providing comment on the Trump Administration's assertions that Canada will become the 51st state and to confirm that although Canadians cherish the relationship with America, Canadians equally cherish their sovereignty as well.

President Loeb observed that the CEIRP has grown exponentially and that now is the time to review more ways to ensure that the Plan continues



to cover retirees. He congratulated the Department on its continued diligence in representing IATSE's membership in Canada and thanked the Department members for hard work. President Loeb concluded his remarks by formally denouncing on behalf of the IATSE and in the strongest terms possible any notion of Canada becoming the 51st state of the United States. At this juncture, President Loeb read into the record the statement he issued in response to dangerous rhetoric regarding a sovereign country which has been the United States' longest and closest ally.

"For over a century, Canada and the U.S. have stood shoulder-to-shoulder and prospered. Though there are distinct differences, the two countries share much in terms of values and culture, as well as the world's longest undefended border. We also both appreciate a good joke, and while President Trump's comments about making Canada "the 51st state" may have started out that way, the joke has gone too far.

Like Americans, Canadians also have a strong sense of patriotism, pride, and love of country. To assume that the majority of Canadians would willingly give up their citizenship and sovereignty is not only untrue, it's disrespectful. There is no need for – and no point in – disrespect or dissension between two of the world's longest-standing allies.

Through agreements, alliances, and partnerships, the United States and Canada have always worked together to the benefit of both nations. What's true in the union movement

holds true here – when we respect one another, work together, and align on common issues, we are stronger."

## **IATSE LEGAL AFFAIRS**

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

General Counsel Samantha Dulaney began the report, pointing out that since the Board met in Calgary both Canada and the U.S. have or will have newly elected national leaders. In the U.S., the change to a Republican administration which controls all three branches of government presents strong headwinds to the labor movement and to workers. Indeed, the Republican attacks on federal workers has been unrelenting. The AFL-CIO, affiliate labor organizations, and allied organizations have filed several lawsuits challenging the legality and constitutionality of the actions of the new president aided by Elon Musk. General Counsel Dulaney advised that the Legal report will cover more specifically the anti-worker actions in the U.S. The presentation will begin with Canada.

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

Counsel Schirru confirmed he and his colleague David Ragni continue to provide strategic advice and legal support to the Canadian Department and various Locals in their negotiation of first collective agreements with the multi-national animation and visual effects employers DNEG, Wildbrain and ICON and with equipment rental company Sunbelt (formerly Willam F. White) as well. Counsel Schirru noted that the IATSE's negotiations with Sunbelt has, to

date, been protracted and has involved the filing of human rights complaints, wrongful dismissal claims and unfair labour practice complaints but that the IATSE is optimistic a first collective agreement will be finalized in the near future.

Counsel Schirru went on to confirm efforts to support the Canadian Department in its ongoing lobbying of the Federal Government and the Canadian Radio-Television and Telecommunications Commission (CRTC) to ensure IATSE's interests and priorities are taken into consideration in the course of the CRTC's public consultations aimed at re-defining what "Canadian Content" means as part of the Federal Government's amendments to the Broadcast Act.

Counsel Schirru concluded the Canadian portion of the Legal Affairs Report by confirming that both he and David Ragni 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.

Registered In-House Counsel Short provided an update on the federal judiciary to the Executive Board. Registered In-House Counsel noted that as of December 20, 2024, the United States Senate has confirmed 235 judges nominated by President Joseph R. Biden, Jr.: 1 Associate Justice to the U.S. Supreme Court, 45 judges to the U.S. courts of appeal, 187 judges to the U.S. district courts, and 2 judges to the United States Court of International Trade.



According to the White House, President Biden “broke records across the board on professional diversity—appointing more than 45 public defenders, more than 25 civil rights lawyers, and at least 10 individuals who have represented workers.” Also, the 235 judges include a vast demographic diversity, including: “The first Black woman ever to serve on the United States Supreme Court; a record number of women, Black, Latino, AANHPI, Native American, Muslim-American, and LGBTQ judges; and more Black women appointed to the circuit courts than every other presidential administration combined.”

The United States Supreme Court began its new term on October 7, 2024, and this term includes a case involving the Americans with Disabilities Act.

### **Stanley v. City of Sanford, Florida**

Registered In House Counsel Short then reported on an Americans with Disabilities Act case pending before the U.S. Supreme Court, involving whether a firefighter, for the city of Sanford, FL can sue under the ADA over post-employment benefits. Firefighter Karyn Stanley had to retire after being diagnosed with Parkinson’s disease. She joined the department at a time when benefits included free health insurance until age 65; however, a change in the policy limited required health insurance coverage for retirees with disabilities to 24 months.

Stanley argued the city’s actions discriminate against disabled retirees. A Florida appeals court, however, sided with the city saying the ADA only protects current employees or people hoping to

be employed, not former employees. A decision is expected by spring.

Next, counsel Jacob White updated the Board on developments at the National Labor Relations Board (NLRB). Since the last meeting of the General Executive Board the NLRB has issued several pro-worker decisions and rules.

In *Amazon.com Services, LLC*, 373 NLRB No. 136 (2024), the NLRB issued an important decision outlawing anti-union captive audience meetings. Captive audience meetings are mandatory meetings called by management so that they can express anti-union sentiment to their employees. The Board determined that such meetings are unlawful because they infringe upon a worker’s right to choose whether, when, and how to participate in a debate about union representation. Employers can still call meetings to express their perspective concerning union representation, but only if they provide advance notice to employees that they intend to speak on that topic, inform employees that attendance is not mandatory, that workers can leave the meeting without consequences, and that attendance will not be recorded. Removing this union busting tool from the employer’s toolbox is a significant victory for working people.

In *Endurance Environmental Solutions, LLC*, 373 NLRB No. 141 (2024), the NLRB reversed a Trump-era decision concerning when a union waives its right to bargain over workplace changes through language in a collective bargaining agreement. The Biden NLRB reinstated the “clear and unmistakable waiver” standard that had been in place for over seventy years prior to Trump’s

first term. Now, the Board will only conclude that a union has waived its right to bargain over a subject if the collective bargaining agreement clearly and unmistakably indicates that it intended to do so. Returning to the “clear and unmistakable waiver” standard will give unions more power to bargain over changes to working conditions.

Unfortunately, the term of NLRB Chairman Lauren McFerran ended in December of 2024 after the Senate failed to reconfirm her position on the Board. As a result, heading into the week before this Board meeting, the NLRB had just three members, with a two-to-one split in favor of Democrats. On Tuesday, January 21st, the new president appointed the lone Republican member as chairman of the Board, removing Chair Gwynne Wilcox from that position.

Late Monday night, January 27, he terminated NLRB General Counsel Jennifer Abruzzo. This move was widely expected. During the Biden administration, the courts determined that the president has the authority to remove the NLRB general counsel prior to the end of their appointed term.

In addition, the president has terminated NLRB Member Gwynne Wilcox. Unlike the general counsel, federal law states that NLRB members may only be fired “upon notice and hearing, for neglect of duty or malfeasance in office, but for no other cause.” Wilcox was not removed for neglect of duty or malfeasance in office, and her termination therefore violates federal law and Supreme Court precedent. Wilcox has already stated that she plans to explore all legal means to challenge her removal.



The president did not terminate the other Democratic member of the Board, Dave Prouty. However, Wilcox's unlawful termination leaves the Board without a quorum. It therefore cannot issue decisions until new members are appointed by the president and confirmed by the Senate.

Associate Counsel Adrian Healy discussed the president's nominee to serve as Secretary of Labor, Lori Chavez-DeReemer, whose nomination is supported by some in the Labor movement. Counsel Healy noted that the AFL-CIO found that Chavez-DeReemer voted for anti-worker positions more than 90% of the time when she served in the U.S. House of Representatives. He advised that the Department is closely monitoring the changes at the DOL particularly regarding the recently issued guidance on work in heat and cold environments; the expansion of overtime protections to a larger segment of workers; and any changes to the independent contractor standards.

General Counsel Dulaney concluded the report advising that the Legal Department will continue to monitor developments at the DOL, NLRB, and state levels and update the Board as warranted.

President Loeb began his remarks by noting that we have never seen the type of actions taken against labor in American history, and with such ferocity. President Loeb continued his remarks by saying that these matters will likely be before the U.S. Supreme Court which has a conservative majority and may not be helpful. And, the cases before the National Labor Relations Board are sitting without resolution

because there are two members currently sitting on the Board, which is not enough for a quorum.

President Loeb concluded his remarks by stating that the International needs to be mindful of what is happening legally because decisions are being made without adequate transparency. He thanked the Legal Department for its report.

## **POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT**

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

### **Political Update**

On November 7th, International President Matthew D. Loeb issued a statement regarding the results of the 2024 U.S. Elections that recognized the significant efforts of the Union and girded the membership for what lies ahead. President Loeb stated, "while this election did not deliver the outcomes we wanted, union members and IATSE members did our part, and we should be proud of our efforts. Our union organized the most comprehensive electoral engagement campaign in our history, and union members across the country overwhelmingly supported pro-labor candidates and policies." He continued, "the next four years will be about defending against political attempts to dismantle the rights won over the last century, as well

as defending against attempts to further slant the economy towards billionaires and international corporations at the expense of working-class Americans." He concluded, "solidarity is our only path forward." The full statement can be found at <https://iatse.net/statement-regarding-2024-us-elections-solidarity-is-our-only-path-forward/>.

In the 2024 U.S. election, voters elected Donald Trump as the 47th President of the United States. Republicans flipped control of the Senate and maintained their majority in the House of Representatives. President Trump improved on his 2020 margin in every state, swept all seven battleground states, won the Electoral College 312-226, and won the popular vote. The 2024 election was decided by 229,766 votes across Michigan, Pennsylvania and Wisconsin. Republicans will have a 53-47 Senate majority, a four-seat pickup after flipping Montana, Ohio, Pennsylvania, and West Virginia. The 2024 elections saw four Trump-won states elect Democratic Senators: Ruben Gallego in Arizona, Jacky Rosen in Nevada, Elissa Slotkin in Michigan, and Tammy Baldwin in Wisconsin. If every state had gone the same way as the presidential contest, Republicans would have won a 57-43 majority. Democrats netted a one-seat pickup in the House of Representatives, not enough to regain control of the chamber. Republicans will have a 220-215 majority, the slimmest majority since the 1930s. Twenty-two toss up races were divided evenly with each party winning eleven. Democrats flipped nine Republican-held seats and Republicans flipped eight Democratic-held seats. According to the AP VoteCast



survey, union members supported Vice President Kamala Harris over Donald Trump by sixteen points, fifty-seven to forty-one percent.

The IATSE 2024 political program was the most comprehensive electoral engagement campaign in the history of the Union and engaged more members than any previous iteration. The Department employed new ways of communicating with and engaging members in the election. The Department deployed targeted digital ads to members living in battleground states with resources to register to vote and information on endorsed candidates. Ads were placed across traditional social media platforms, streaming platforms, and web browsers. The ads had over 782,000 video views and nearly 1.5 million impressions, reaching members on over 78,000 devices. The Department reprised traditional modes of member contact to promote voter registration and get out the vote efforts. The International sent 31,282 pieces of mail and 9,485 text messages reaching 15,641 members living in the battleground states. The program achieved a layered contact program that communicated with members via preferred method of contact.

On August 7th, the Department launched the IATSE for Harris-Walz webpage on IATSE.net to amplify the Union's presidential endorsement. The webpage established the IATSE-specific contrast between Kamala Harris and Donald Trump. The Department highlighted the webpage with the IATSE membership through all modes of the 2024 political program to frame the choice members had in the 2024 election.

IATSE participated in the annual AFL-CIO electoral mobilization program, Labor 2024. The International invested significant resources in sponsoring IATSE members to work with the AFL-CIO in battleground states as "Release Staff." The Department sent information on the program in August to IATSE Locals with jurisdiction in a 2024 battleground state. The Department brought forty IATSE members onto the International payroll and they worked over 550 days combined – both records for the IATSE Release Staff program. The Department acknowledged IATSE District 2 Co-Chairs, International Vice Presidents Michael Miller and Apple Thorne, District 2 Secretary-Treasurer Anthony Pawluc, and the District 2 Executive Board for proposing and approving a \$15,000 contribution to the International in support of the IATSE Release Staff program. The contribution sponsored additional Release Staff in District 2 battleground states. The Department acknowledged the International Cinematographers Guild, Local 600 for considerable contributions to the AFL-CIO Labor 2024 program. The Department assisted Executive Director Alex Tonisson with establishing the Local's first Release Staff program that facilitated ten Local 600 Release Staff from Labor Day through Election Day. The Local 600 Release Staff program is the second local union program in the Alliance following Local 491. It remains active under Local 491 Secretary-Treasurer Andrew Oyaas and sponsored four Release Staff from the Local in 2024. The total IATSE Release Staff between the International, Local 600, and Local 491 sponsored programs was fifty-four. The

Department recognized IATSE District 2, Locals 600 and 491 for investing in this critical effort.

The Department urged IATSE Locals in battleground states to take advantage of the Labor 2024 Local Union Mail Program. The free tool was available to affiliate local unions in battleground states where letters recommending support for labor endorsed candidates could be customized and mailed to Local membership by the AFL-CIO on behalf of the Local. The Department recognized Locals 8, 18, 363, 415, 479, 491, 600, 720, 798, and 927 for sending letters through this program.

The Department highlighted new election resources from the AFL-CIO for the IATSE membership. The AFL-CIO launched a Mobilize website with volunteer opportunities within the Labor 2024 program. The resource served as a clearinghouse for Labor 2024 political activism activities like canvassing and phone banking. The Department shared the AFL-CIO Labor 2024 Women's Mobilization Toolkit with the IATSE Women's Committee and IATSE Locals to engage and activate IATSE women in the 2024 election.

President Loeb hit the campaign trail in the battleground states of Georgia, Nevada, and North Carolina to support labor-endorsed candidates. He rallied IATSE members and union kin at AFL-CIO canvass kick-off events in Atlanta at IATSE Local 479 and in Las Vegas at the Nevada AFL-CIO and spoke to delegates at the North Carolina AFL-CIO COPE convention.

The Department renewed IATSE's partnership with Power the Polls,



signing up IATSE members to serve as poll workers and help operate polling locations in their communities. On Poll Worker Recruitment Day, August 1st, the Department contacted Political Coordinators with resources to share the IATSE Power the Polls sign up page and highlight Poll Worker Recruitment Day with the membership. An email was sent from the International to all IATSE U.S. members informing them of the opportunity, in addition to social media amplification. 644 IATSE members signed up to serve as poll workers in 2024. IATSE has recruited 1,290 members since the partnership began in 2020.

From August 19th to 22nd, IATSE Locals powered a historic union-made 2024 Democratic National Convention at the United Center in Chicago. President Loeb and the Department met with key political leaders and advocates for policies that directly impact the lives of IATSE members and their families. The IATSE delegation was present for the historic nomination of Vice President Kamala Harris to show support for the presidential candidate endorsed by IATSE's General Executive Board in July.

September 17th was National Voter Registration Day. The Department contacted over 20,500 members nationally via email and contacted 2,475 members in battleground states via a peer-to-peer text program through Spoke to encourage voter registration. The Department sent a reminder that IATSE Locals could obtain a list of potentially unregistered voters in their Local to conduct a voter registration drive.

On October 2nd, the Department and the Education and Training Department

hosted the Overcoming Polarization for 2024 Electoral Wins webinar. The presentation addressed the challenge of polarization within local unions and proposed an effective way to have conversations about elections leading with empathy and shared values. The session provided concrete tools that members could take back to their Locals to normalize talking about politics and overcome polarization to deliver electoral wins. A recording was made available on the IATSE Education & Training webinar channel.

Across the presidential battleground states of Arizona, Georgia, Michigan, Nevada, North Carolina, Pennsylvania and Wisconsin, the pro-Trump swing between 2020 and 2024 was 3.1 points. The pro-Trump swing across the other 43 states was 6.6 points – evidence that battleground state political programs made a difference on the margins against a powerful national current.

#### **Legislative / Administration Update**

On July 23rd, Senators Mark Warner (D-VA) and Thom Tillis (R-NC) introduced the bipartisan Performing Artist Tax Parity Act (PATPA) in the U.S. Senate. This is the Senate companion to the legislation introduced in the House of Representatives by Representatives Judy Chu (D-CA) and Vern Buchanan (R-FL) that garnered 103 cosponsors in the 118th Congress. Bill introduction in both chambers of Congress with bipartisan support increases the likelihood of inclusion in a tax legislative package in 2025. Key provisions from the Tax Cuts and Jobs Act of 2017 are set to expire at the end of the year.

On September 10th, the Arts, Entertainment, and Media Industries (AEMI) coalition within the Department for Professional Employees, AFL-CIO (DPE) launched the Reimagining Federal Support for the Arts and Public Media policy agenda. The agenda puts forward policy recommendations that will sustain the sector's success for the long term and ensure arts, entertainment, and media workers can continue to earn a living working in the sector. Recommendations include strengthening labor protections in federally funded projects, ensuring a greater worker voice in the federal grantmaking process, and modernizing grantmaking guidelines. The AEMI is advocating for larger-dollar general operating grants through the federal arts agencies with a focus on employment impact and strong labor protections. The policy agenda will be added to the IATSE Federal Issue Agenda.

On October 18th, the Department submitted comments and policy recommendations to the U.S. House of Representatives Task Force on AI at the request of Co-Chair Ted Lieu (D-CA) – which were reflected in the task force's final report issued in December. The task force was led by Chair Jay Obernolte (R-CA) and Co-Chair Lieu with the goal of producing a report with guiding principles, forward-looking recommendations and bipartisan policy proposals. The final report did not make substantive policy recommendations, but it articulated the IATSE perspective on copyright and intellectual property (IP) concerns and pointed to IATSE-supported federal legislation. A high-level principle in the report is to "Keep



Humans at the Center of AI Policy” and it contains a recommendation to “monitor the interaction of labor laws and worker protections with AI adoption.” The report acknowledges that AI tools have started to displace skilled roles in the creative industries. It cites a CVL Economics report commissioned by The Animation Guild, Local 839, *FUTURE UNSCRIPTED: The Impact of Generative Artificial Intelligence on Entertainment Industry Jobs*, in which 75% of respondents believed generative AI tools have already supported eliminating, reducing, or consolidating jobs in the industry. Task force findings support the IATSE position that legislative action is needed in the area of transparency. The task force found that “it is often difficult for creators to know if their copyrighted works are being used by AI developers,” and points out that “for many generative AI models, their training data includes numerous copyright-protected works scraped from the internet and that this is often done without seeking consent or a license or providing any credit or compensation to the copyright owners.” The task force recommends that Congress “clarify IP laws, regulations, and agency activity,” pointing to the U.S. Copyright Office (USCO) AI Initiative that IATSE has been engaged in, in addition to forthcoming reports from the USCO.

In November, Senator Peter Welch (D-VT) introduced the Transparency and Responsibility for Artificial Intelligence Networks (TRAIN) Act, which IATSE endorsed. The bill would enable rightsholders with a good faith belief that their works were copied into an AI model to subpoena the AI

company for those training records. The bill aligns with the IATSE legislative goal of requiring transparency of generative AI training data sets. The Department is working with Senator Welch and his staff to advance this legislation.

The Department has begun a comprehensive campaign to advocate for federal film and TV tax incentive legislation. On October 31st, IATSE expressed public support for then-Congressman Adam Schiff’s letter to the U.S. Bureau of Labor Statistics and U.S. Bureau of Economic Analysis requesting statistics relevant to ensuring the United States maintains its standing as a leader in the film and television production industry. The Department is working closely with Senator Schiff and Congressional allies to introduce bipartisan legislation.

On January 16th, President Trump correctly stated that film and television productions have increasingly moved overseas. The Department and key coalition partners plan to engage the Trump administration to ensure motion picture continues to be made in America.

On November 22nd, President-elect Donald Trump nominated former Rep. Lori Chavez-DeRemer (R-OR) to serve as Secretary of Labor. She was one of three House Republicans to cosponsor the Protecting the Right to Organize (PRO) Act.

On December 11th, the U.S. Senate blocked Chair Lauren McFerran’s reconfirmation to the National Labor Relations Board (NLRB). The Department joined the AFL-CIO campaign urging Senate leadership to prioritize McFerran’s renomination and

engaged IATSE members to call their U.S. Senators to confirm McFerran for another term. Senators Kyrsten Sinema (I-AZ) and Joe Manchin (I-WV) joined Senate Republicans in a 50-49 vote against confirmation. President Trump and Republicans can now confirm nominees and reshape the Board. The Department will closely monitor the new administration’s nominations and highlight opportunities for further activism.

On January 15th, President Loeb traveled to Washington, D.C. to meet with federal legislators at the start of the 119th Congress to advocate for the legislative priorities of IATSE members. President Loeb met with Senators Adam Schiff (CA), Raphael Warnock (GA) and Representatives Vern Buchanan (FL-16), Brian Fitzpatrick (PA-01), Laura Friedman (CA-30), Dan Goldman (NY-10), Sydney Kamlager-Dove (CA-37), Jamie Raskin (MD-08), Luz Rivas (CA-29), and Linda Sanchez (CA-38). President Loeb asserted 1) the urgent need for federal disaster relief for IATSE members impacted by the Los Angeles area wildfires; 2) the necessity of including PATPA in forthcoming tax legislation; and 3) the imperative for Congress to consider creation of a federal film tax incentive.

President Trump issued executive orders on his first day in office that eliminated progress achieved for the IATSE membership. President Trump eliminated the President’s Committee on Arts and Humanities; eliminated diversity, equity, and inclusion programs and Chief Diversity Officer roles at federal agencies, including the National Endowment for



the Arts; and rescinded President Biden's Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence. President Trump issued further executive orders to: pardon January 6th rioters; remove job protections for federal government workers; withdraw from the Paris Climate Accord and undo clean-energy policies; declare that the U.S. government will recognize only two sexes, male and female, and remove "nonbinary" or "other" options from federal documents; and remove the U.S. from the World Health Organization. On January 27th, President Trump halted all federal grants and loans challenging Congressional appropriations power and threatening federal checks and balances.

The Department will work with the Trump Administration where possible to advance IATSE member priorities, but vigorously fight to defend our rights.

President Loeb began his remarks by stating that the IATSE showed up for the 2024 election, and he has never seen such a political operation that involved commitment, collaboration, and support across the International, the Locals, and the members for the issues facing working people in the 2024 election. Further, Director McIntosh and Assistant Rees poured everything they had into the election. President Loeb thanked them for their efforts.

President Loeb continued by noting the mid-term elections in 2026 and the attacks on labor that have already begun during the nascency of this second Trump Administration hopefully will motivate voters to support workers. Significantly, President Loeb noted that the time is now

to stand up for human and civil rights and the International will not be complicit with the erosion of workers, civil and human rights. He encouraged politicians to protect these rights.

President Loeb stated that the International will continue to pursue its political and legislative agenda that benefits IATSE members. He expressed appreciation to the Department for their work on the 2024 election and their report.

### **IATSE DISASTER RESPONSE COMMITTEE**

Committee Chair and International Trustee Andrew Oyaas, International Vice President Damian Petti, International Representative Wade Tyree, Senior Communications Coordinator Steven Chaussee and Committee member Dawn Arevalo reported on the activities of the Disaster Response Committee.

The Committee first reported on responsive actions surrounding significant hurricanes in the eastern United States during late 2024. The Committee began tracking hurricane Helene in September 2024. The Committee dispatched preparation messages to local unions along the U.S. gulf coast, IATSE District officials, and others in regions along the storm's path. For those in affected areas the Committee monitored any immediate needs of the members.

Fortunately, the Atlanta, Georgia area was spared a devastating blow, but a huge amount of moisture fell on Western North Carolina and Eastern Tennessee mountains. The tropical storm force winds toppled trees onto power lines and cell towers while rain swelled rivers beyond their banks. Many areas

were without the means to move rescue supplies easily and left without potable water or proper sanitation.

Within hours of the storm's stall, the Committee settled on a staging location in Local 479's facilities in Atlanta. District 7 committed \$10,000 from its disaster response funds for the purchase of water and ice. Local 479 matched that amount. The Committee widely communicated that water, food, clean-up supplies, and any other materials were desperately needed in Florida and along Helene's path. This message went to the entire IATSE membership. By September 30, 2024, the first purchases of palletized water had been received and distributed to those in need. These and other supplies were dispatched to more northern locations, including Asheville, North Carolina within the next few days.

In the midst of the Committee's responses to Helene, Hurricane Milton arrived in early October affecting many of the areas that were in the path of prior storms during 2024. Over the next weeks, five additional loads of supplies were dispatched from the Committee's distribution center at Local 479. In total, nearly two dozen pallets of containerized water and supplies were purchased and sent into affected areas.

At the same time, the Committee was coordinating relief efforts from other locations. Later in October, District 3 and Local 11 arranged for cleaning supplies, generators, food, and other tools to be delivered from New England to Local 52's facilities for inclusion with goods collected by New York Locals. These materials were consolidated into an International Brotherhood of Teamsters



Local 817 truck, and by October 23 headed to North Carolina. Along the way, more donated items were collected in Baltimore at Local 487. Local 8 also sent a truck of supplies. Numerous other individual members arranged countless contributions to relief efforts in affected areas. At one point over 50,000 square feet of palletized and non-palletized set decorations that were otherwise designated for scrap in a New York warehouse were evaluated and secured for donation to the devastated areas. District 10's Secretary notified Locals within that area that volunteers were needed to load vast amounts of available materials. With the assistance of Local 52 members and volunteers, several trucks were loaded and sent to a government relief center in Ocala, Florida. Additional trucks will also be loaded and bound to warehouses in other areas.

The Committee noted, as a reminder, that in disaster situations, the following should be kept in mind: text messaging can still work when regular cellular phone calls may not; Locals are encouraged to check on their members as quickly as possible by any means available; a central collection point for supply collection and distribution is necessary. District secretaries were applauded for their crucial and effective communications and recovery efforts.

The Committee's involvement in responses to southern California wildfires was covered in a separate comprehensive report to the Board. The Committee thanked the West Coast Office, California Locals, and all who have assisted with those efforts. The Committee also expressed its thanks to

everyone who contributed to the Walsh/Di Tolla/Spivak Foundation over the last several months. Those contributions assisted many dozens of IATSE members hit by storms and wildfire during that time. When catastrophic events like this occur the Committee together with the Foundation will continue to help. It was noted that the Walsh/Di Tolla/Spivak Foundation is a beneficial charity for the members and families of the IATSE and provides a direct connection IATSE kin in need. The Committee urged individuals and Locals of the Alliance to continue to make contributions to the Foundation, even if they are first-time contributions. Trustee and Committee Chair Oyaas concluded with his thanks for the work of the Committee, and all involved in their efforts surrounding recent catastrophic events.

President Loeb stated that while it is a shame we must have this Committee, given the escalating scale of recent disasters, the International remains in a position to help and will continue to support the members wherever these disasters are happening. He expressed his appreciation for the fine work of this Committee and noted that we hopefully will not need to activate the Committee regularly.

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

Diversity, Equity and Inclusion Committee Co-Chair Kimberly Butler-Gilkerson, International Vice President Toni Burns, International Trustee Tui'ana Scanlon, International Representatives Bryant Preston and Nancy Hum-Balbosa, Communications Department Outreach Coordinator Megan Greene,

Local 80 Business Manager DeJon Ellis, Local 494 Business Manager Neftali Nieves, and Local 728 Vice President Malakhi Simmons updated the Board on Committee activities since the meeting in Calgary, Alberta.

The Committee is deeply disheartened and disappointed by the actions taken under the Trump Administration and the Republicans that have eliminated, denigrated and undermined Diversity, Equity and Inclusion initiatives. Despite this setback, the Committee remains optimistic that this adversity will only spark renewed creativity, innovation and determination among those championing DEI work. With that optimism, the Committee focused on significant ongoing DEI achievements and milestones that continue to shape and strengthen IATSE.

Ashighlighted in the Communications Department report, the DEI Committee continued its collaborative efforts with the Department in the latter half of 2024 to enhance member visibility through the member story program. Four members were spotlighted for Hispanic Heritage Month and four members for Native Heritage Month.

Thanks to the program's rapid growth and consistency, the AFL-CIO featured at least two IATSE members during four commemorative holidays last year, resulting in a total of eight members showcased on the AFL-CIO's website blog and Twitter in 2024. The Committee is proud of its collaboration with the Communications Department and the expansion to the AFL-CIO's platform. The member-spotlight has grown the International's social media channels and



inspired DEI Committees within IATSE Locals. The DEI Committee is proud to see that many Locals are increasingly leveraging DEI and Heritage months as opportunities to amplify the diverse voices and perspectives within our union.

The Committee encouraged the Locals in attendance to submit member-spotlight nominations, beginning with Black History Month. All nominations must be approved by a Local Officer and can be emailed to [deicommitee@iatse.net](mailto:deicommitee@iatse.net) or directly to Communications Outreach Coordinator Megan Greene at [mgreene@iatse.net](mailto:mgreene@iatse.net).

The Committee achieved many goals in 2024, building upon its successes. It was extremely excited when Katie Jang, Editor of Protocol Magazine—ESTA's quarterly publication that features columns and articles dedicated to professionals in the entertainment technology industry—reached out to the DEI Committee in December with an exciting request to republish the committee's article,

Reflecting on a Progressive Year for DEI in IATSE. Originally featured in the Quarter 4 issue of the IATSE Official Bulletin, the article is now featured in the Quarter 1 Winter 2025 Issue of Protocol. In a time when advancing DEI initiatives is more critical than ever, the Committee is proud to see its work and milestones recognized by Protocol Magazine. This opportunity not only highlights the progress achieved but also expands the reach and impact of DEI initiatives within IATSE.

The Committee extended its gratitude to General Secretary-Treasurer and Bulletin Editor James B. Wood for approving the republication of the

committee's article in Protocol Magazine.

To access the article, use this link <https://protocol.esta.org/winter-2025/page-50>.

Committee member and communications working group leader Greene, oversees Committee communications, monitors email and social media channels, and produces "Visibility Matters" Member Spotlights program. She represented the IATSE and the Committee earlier this month at the 2025 AFL-CIO Dr. Martin Luther King, Jr. Civil and Human Rights Conference in Austin, TX. This year's theme was "Toward The Dream." The conference provided lectures, classes and vital conversation that sought to advance Dr. King's vision of collective action, strengthening the bond between the labor rights & civil rights movements and empowering this bond to advance worker power.

Joining hundreds of union members, community activists, and labor leaders in Austin, Texas, Greene participated in a week dedicated to translating collective strength and energy into meaningful action. The conference focused on advancing Dr. King's vision, reinforcing the longstanding bond between the labor and civil rights movements, fostering community service, and strengthening solidarity.

The committee expressed appreciation to President Loeb for recognizing the importance of IATSE representation at the AFL-CIO MLK Civil and Human Rights Conference and for nominating Communications Outreach Coordinator and DEI Committee member Greene to attend. This invaluable opportunity allowed Greene to join other passionate

union leaders and activists, gain valuable tools and insights from the conference workshops and panels, and bring that renewed energy and momentum back to IATSE.

On January 18th, Representatives from the IATSE West Coast Office, along with a number of representatives and members from various Hollywood Locals (including Committee member Malakhi Simmons of Local 728) attended the LA County Federation of Labor's Annual MLK Breakfast. This year's theme was honoring women in the Labor movement. However, due to the LA wild fires, this year's King Day Parade was postponed.

On October 16th, the Education Department launched a new webinar called "Voting Rights: Know Our Past & Guide Our Future." International Trustee Patricia White invited committee Co-chair Butler-Gilkeson and Committee member Simmons to participate and lead sections of the webinar along with Robyn Cavanaugh and Chelsey Cartwright, the Program Manager for the Democracy Truth Project of the League of Women Voters. This webinar can be viewed on the IATSE Education for All GoToStage platform

In August 2024, International Vice President Toni Burns of Local B-27 started an initiative to connect with the Rocket Mortgage FieldHouse Arena in Cleveland, Ohio, to launch an impactful training program focused on high rigging, ground rigging, and aerial boom lift operations. This program is designed to open up significant pathways for underrepresented minorities, especially African Americans aged 18-36 from underprivileged zip codes, to secure mean-



ingful middle-class job opportunities. By equipping individuals with these essential skills, this initiative is a powerful step toward empowering communities and transforming lives for the better.

Vancouver's Local 891 has hosted two anti-oppression training sessions. They have also been working on a lighting course that showcases how to light the full spectrum of skin tones with Local 669 and the Union of British Columbia Performers. For October's Disability Awareness month, members Allisa Swanson and Winnie Lok shared their stories of working with disability. Each has learned to modify their work atmosphere to help manage their work flow and as well as helping their coworkers adapt to these modifications mindfully. 2024 also saw Local 891 continue their sponsorship of Creative Pathways and the Collective Bunch Society which are non-profit agencies where BIPOC creatives relate to the film industry to increase diversity in the workplace.

Local 856 in Winnipeg has appointed Member-at-Large Celestina Prodon as their DEI chair. Prodon volunteers at the Transforming Supporting Empowering Networking Centre which supports individuals with disabilities. Sister Prodon recently hosted a luncheon at the center and donated hats to its participants.

Local 357 of Southwestern Ontario is redoubling their outreach efforts into high schools, post-secondary institutions, and trade schools to try to increase their membership while also trying to reach out to a diverse population that is not currently heavily represented by them. The Local wants to increasingly reflect the diversity in their neighboring

communities they serve, in step with the diversity they see on the stages they work on, including their largest stage at the Stratford Festival. Members of this Local have been participants in the Festival's "PRO" days: Pre-Rehearsal Orientation days, which have a dual purpose of welcoming each show's "company" to the Festival – going over the basics of the Festival, policies, who to go to for what, etc. – but also to openly talk about issues of equity, diversity, and accessibility. These PRO days are a key pathway for members to engage with the company and each other in ways that introduce the concepts of openness and empathy.

Local 357 continues to work with the Festival to facilitate various events with a focus on accessibility. This year, the Festival organized a "touch-tour" for visually impaired audience members, wherein members provided costumes, wigs, and props for the audience members to touch and feel. There were also several Relaxed Performances, Audio Described performances, and Open Captioned performances. The Open Captioned performances even had people move over to the Open Caption section to see the open caption set-up after the interval!

Local 357 continues to train its members in several areas and has featured training on Black and Textured Hair for its Hair and Makeup roster. Several members have taken the Mental Health First Aid course, and members are also interested in taking the many other courses offered by the Training Trust with regards to DEI issues.

Local 514 of Montreal has joined with INIS and Warner Bros. Discovery Access Canada to train a new generation of

sound assistants. Launched in September 2024, this program aims to provide participants from visible minorities, indigenous, physically disabled or from the LGBTQ2IA+ community, with the technical and practical skills essential to their success in the audiovisual industry. In addition to the courses, students participate in internships where they can apply their learning.

The Committee continues to work with Locals on an as needed basis to provide information, resources, and guidance such as setting up Local DEI or Social Justice committees and work plans, strategies for implementing outreach and training and more. Plans for this year include expanding the Committee's website so resources can be readily accessible to all Local leaders, committees, and members and to create a network of Local IA DEI committees.

The Committee noted that the Wednesday (January 29th) of this meeting of the Board begins the Chinese Lunar Year with the first New Moon of the Lunar Calendar following the winter solstice. It is a major festival in Southeast Asia, across the Pacific, and in Asian communities across the globe. The Lunar Cycle is 12 years with each year being dedicated to a specific animal. These animals are associated with one of the Five Elements of (Nature Wood, Fire, Earth, Metal, Water), depending on the Animal and year in which it occurs.

This Lunar New Year transitions from the Year of the Wood Dragon to the Year of the Wood Snake, which encourages introspection, strategic planning, and relationship-building. The Snake represents wisdom,



knowledge, intelligence, intuition, and creativity. The Snake is a double-edged creature, embodying both wisdom and danger. While it offers opportunities for growth and insight, it will require careful navigation to avoid its hidden perils. A Snake's ability to shed their skin and renew themselves symbolizes transformation and rebirth. Let this be a year to make responsible decisions to evolve spiritually, and to move away from old ways and habits that no longer serve. It is a dynamic year to learn from the past, moving forward with wisdom, awareness, transformation, and compassion. The traditional way to express a new year's salutation is Kung Hei Fat Choi (pronounced Goo-ng Hee Fah Choy) which means "Congratulations and may you be prosperous" or "Wishing you prosperity".

The Committee concluded its report with a hearty Kung Hei Fat Choi!

President Loeb remarked that DEI and similar initiatives are facing strong headwinds. The United States government has scrubbed DEI from agencies sending unequivocal signals that the Republican administration sees no value in such programs. Scores of corporations have followed suit and scrapped their DEI initiatives as well. President Loeb stated the International is doubling down because now is the time to surround, protect and support committees and groups who suffer harassment, discrimination. The International has zero tolerance for discrimination. President Loeb noted the importance of being in front, resourcing the progress of all members of the International.

## **IATSE GREEN COMMITTEE**

International Representative Nancy Hum-Balbosa and IATSE CDG Local 892 Executive Director Brigitta Romanov reported on IATSE Green Committee initiatives and the initiatives of various IATSE Locals.

Local 600's offices located in Chicago, Illinois will now be a year-round recycling collection site for old and/or unwanted electronics. The Local has also partnered with EcoSet to start a camera expendables "EcoDrop" collection. Members of the camera department are invited to drop off old and unused expendables which will then be recirculated within the entertainment community in an effort to provide underfunded arts programs and independent filmmakers access to free resources. In this way, they are working to divert materials from local waste streams and give non-recyclable items a chance at another life cycle through repurposing. In 2025, the Local will also be sponsoring the Every Day Action's annual gala. The organization takes leftover food from film sets and distributes it to homeless and underprivileged communities in Los Angeles.

Local 705 has launched a Kits of Kindness program for members of the Costume Design Guild and Motion Picture Costumer in an effort to provide kit items to members in need. Those kit items have been compiled by the Local through recycling initiatives. The Local is also in the process of launching a web page with directory style information for members to have access to local businesses that offer greener choices for costuming needs.

Local 709 introduced a "carbon calculator" for all tier 3 and higher film and television productions shooting in and around Newfoundland and Labrador. This "carbon calculator" is aimed at tracking film set carbon emissions as a part of broader efforts to reduce the environmental impact of larger-scale projects in the Local's jurisdiction. In 2025, the Local will continue to participate in film and television industry stakeholder meetings with a view to reducing the carbon footprint of film and television productions in the Local's jurisdiction. The Local also expects to participate in the Newfoundland Film Commission's Clean Energy Series (CES), a conference where film and television industry stakeholders can connect with green vendors and learn about more sustainable practices.

Local 728 ECO Committee participated in the 2024 Hollywood Climate Summit presented by Bloomberg Philanthropies and The Academy of Motion Pictures Arts and Sciences as well as the Big Impact Tech Webinar presented by Chicago Mayor Brandon Johnson and the Chicago Film Commission. During these meetings, the importance of creating a sustainable film set and how pollutive habits on set effect workers were discussed. Creative solutions to combat and transform Local 728 film sets for a greener future were also canvassed. In 2025, the Local 728 ECO Committee is looking to create an annual electronics recycling drive and clean-up event in Los Angeles. The Committee is also looking to introduce more clean energy vendors to the membership through the Power Station Showcase and through



the creation of an online database which will provide members with contact information vendors that offer alternative energy solutions on film sets.

Local 873 will be working film and television productions to reduce food waste on productions and to ensure clean fuel is used on every production. The Local will also be engaging in lobbying initiatives with the Provincial government in hopes of the Province introducing incentives that will encourage film and television producers implementing more sustainable practices.

Local 891 sponsored two Clean Energy Battery Workshops in 2024 in partnership with Sunbelt Rentals and MBSE Canada. The workshops gave over 100 attendees an opportunity to learn more about battery technology. The Local also launched a pilot project for a sustainably sourced and manufactured building material called re-board. In October 2024, the Local partnered with Nordwerk to bring a Re-board set piece to the Sustainable Production Forum highlighting not only the sustainable nature of the material, but also the health and safety benefits of a lightweight material that generates significantly less dust and is quieter to cut.

The Committee concluded its report by congratulating the Locals for their commitments to sustainability.

President Loeb thanks the Green Committee for its report. He remarked that with the impacts of climate change being felt and experienced firsthand by IATSE members, any efforts to protect the environment are worth pursuing. He confirmed the IATSE will continue to support green initiatives in whatever

ways possible and encouraged Locals and individual members to do the same.

### **IATSE NBF**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Carlos Cota, Chris O'Donnell, Carl Mulert 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 December 31, 2024 were \$551,202 million. This amount, as compared to the same period in 2023 is 33.75% higher and looking at the same period in 2019, the year prior to the COVID-19 Pandemic, receipts are 16.16% higher. Contribution receipts from motion picture production were 59%, with the balance coming from live theater, amusement parks, trade shows and exhibition, broadcast and more.

As of December 31, 2024, net assets of the Funds have reached \$3.1 billion. Compared to total net assets of approximately \$2.2 billion as of December 31, 2019 asset levels have increased by 38.34%. Comparing year-end 2024 to year-end 2023 the market value of assets has increased by 8.7%.

As of January 1, 2025, the IATSE National Health & Welfare Fund provides health coverage to 56,436 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 approximately 100,000 participants. Accounts are held in various options provided by The Principal.

The 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). There are approximately 13,200 active workers and approximately 8,400 inactive participants who are vested in the Plan and will be eligible at retirement age 65 for a benefit from the Fund.

The Fund Office continues to work on a new database system. They are using their current system as the basis for the new platforming of the new system. As a module is completed it is 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 are in the final stages of launching a new website. Participants, Locals and Employers will need to change their passwords and provide information for dual authentication on the new site. The Fund Office will send email blasts and mail notices alerting everyone in advance of the launch which is projected to be no later than March 1, 2025.

The Board of Trustees continued to relax the termination withdrawal rules in the Annuity Fund to allow participants affected by the 2023 strikes the ability to easily take a withdrawal. This was done to help those unable to meet financial needs. This relief was approved through May 2025.

Vice President Miller noted that the crisis of the wildfire made the Trustees



look at ways to help participants, including obtaining supplies and replacing medical equipment. Also, the Trustees are looking at helping those participants who lost their homes by waiving premium payments.

President Loeb began his remarks by noting that the number of participants in the Plans have increased greatly in recent years. The Plans are easily transportable and easy to use. The assets are impressive, but what is as important is the Plans provide meaningful benefits for the members. These Plans cover Union work. President Loeb commended the Trustees for acting in the best interests of the participants by taking into account real-life circumstances including pandemics, strikes, hurricanes and wildfires.

## **IATSE PAC REPORT**

General Secretary-Treasurer James B. Wood, International Vice Presidents Craig Carlson and Carlos Cota, 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 July 1, 2024 to December 31, 2024 the IATSE PAC received \$210,170 in contributions and made disbursements of \$138,000. The State and Local PAC received \$15,000 in contributions and made no disbursements. The Federal Speech PAC had receipts of \$205,000 and made disbursements of \$244,129.

There were ten significant one-time contributions. These were \$12,862 from the PAC event held at the mid-summer General Executive Board Meeting, \$12,460 from District Conventions,

\$10,777 from Local 2, \$336 from Local 476, \$2,200 from Local 21, \$14,120 from Local 764, \$5,200 from Local 798, \$285 from Local 800, \$6,296 from Local 839 and \$28,882 from the Hollywood Locals All In Mixer for a grand total of \$93,418.

There are presently 1,459 monthly credit card and payroll contributors which is an increase of 90 from the previous six-month period. Members from 177 different local unions made contributions to the PAC.

The disbursements of \$138,000 from the IATSE PAC were contributed to sixty-one different campaigns and the disbursements of \$244,129 from the Federal Speech PAC were contributed to twelve 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 that become monthly contributors and that will include and new signups from those attending the PAC Fundraiser at the hotel during the General Executive Board meeting.

The IATSE PAC Committee announced the recipients of the 2nd Annual IATSE PAC Local Solidarity Awards, and plaques were awarded. Local unions qualify for the awards annually based on the total dollar amount contributed to IATSE PAC by members of a Local, or the percentage of individuals from the total membership of a Local that contributed to IATSE PAC. Twenty-four IATSE Locals achieved an inaugural IATSE PAC Local Solidarity Award in 2023. In 2024, that number increased to twenty-six IATSE Locals.

With either five percent of their membership contributing or \$5,000 total contributed, the following Locals were recognized at the Bronze level: Locals One, 26, 121, 154, 476, 491, 695, 705, and 720. With either seven and a half percent of their membership contributing or \$7,500 total contributed, the following Locals were recognized at the Silver level: Locals 16, 28, 52, 728, 751, 800, 839, and 892. With either ten percent of their membership contributing or \$10,000 total contributed, the following Locals were recognized at the Gold level: Locals 21, 44, 592, 600, 631, 764, and 798. With both fifteen percent of their membership contributing and \$15,000 total contributed, the following Locals were recognized at the Platinum level: Locals 2 and 8.

The Committee highlighted six new award recipients in 2024 – Locals 21, 28, 154, 491, 600, and 720 – and thanked the twenty repeat award winners. The committee applauded Locals 764 and 798, the two repeat award winners that increased their award level in 2024, both going from Bronze to Gold.

The Committee congratulated the twenty-six Locals receiving an award and the Committee thanked all the awardees for their commitment to IATSE PAC. The Committee looks forward to growing the number of Locals awarded next year and encouraged all U.S. Locals to prioritize the significant role IATSE PAC plays in the advancement of the economic and social well-being of the IATSE membership. U.S. local unions can contact the Political/Legislative Department (polleg@iatse.net) with any questions regarding this award program.



President Loeb thanked the Committee for its report. The report demonstrates the slow and steady progress that the Committee has made in increasing contribution levels. No effort to raise funds for the PAC is too small. The fact is that the Union must continue its efforts to raise funds for the PAC so that it can effectively participate in the political process by supporting those politicians who support labor. President Loeb concluded his remarks by thanking the Committee for its work, the Locals that are participating and the members who contribute to the PAC.

### **IATSE PRIDE COMMITTEE**

International Vice President Carl Mulert, International Representative Rachel McClendon, Local 631 Business Agent Kimberly A. Holdridge, and Costume Designers Guild, Local 892 Assistant Executive Director Doug Boney reported to the General Executive Board on the work of the IATSE Pride Committee since the last General Executive Board meeting.

Vice President Mulert began the report. The recent federal election became a primary focus of the Committee in the lead up to November 5th. With so much on the line, the Committee undertook a get out the vote initiative. The Committee updated the homepage of the IATSE Pride website to include links where members could check their voter registration, find polling places, locations and times for early in-person and mail-in voting, and more.

The Committee also partnered with Drag Out the Vote, a nonpartisan, nonprofit organization that works with drag performers to promote participation

in democracy. They educate and register voters at drag events on and offline, by organizing local and national voter activations. Led by fierce drag artists across the nation, they advocate for increased voter access and engagement.

They began by hosting a webinar encouraging members to vote, which included two guest speakers, Chris Diaz from Drag Out the Vote, and Assistant Political and Legislative Affairs Department Director Jackson Rees. Rees provided some easy action items that anyone can do to help motivate others to get out and vote and answered questions from the attendees.

The Committee also designed and printed stickers that included logos of both the IATSE Pride Committee and Drag Out the Vote and sent them to local activists around the country. The idea would be that they could hand them out and use them as a way to break the ice to promote voting. The IATSE also made a small donation to Drag Out the Vote in support of their work and the Committee thanked President Loeb and General Secretary-Treasurer Wood, for their support of this initiative.

During the election, over 650 LGBTQ+ candidates appeared on ballots in almost every state, as well as Washington D.C. and Puerto Rico. Of those, approximately 15% were gender diverse, which is almost double the numbers who ran in 2020. And 37.6% of those were LGBTQ+ people of color.

Candidates won elections to at least thirty-seven state legislatures in 2024 with some historic firsts. Hawaii, Iowa, and Missouri welcomed their first out trans members to their state legislatures.

Rashaun Kemp won as the first out, gay, Black man in the Georgia legislature, while Amaad Rivera-Wagner will be the first out Black LGBTQ+ member of the Wisconsin State Assembly.

Immediately following the election, the Committee ran a social media blitz, positively highlighting these and other LGBTQ+ candidates who were elected, in an effort to offset the many election disappointments. Although there are at least 1,273 out LGBTQ+ elected officials across the United States, they make up only 0.24% of all elected officials, even though the community is estimated to make up 7.6% of the adult U.S. population.

Within hours of the inauguration on January 20, 2025, the president signed executive orders dismantling DEI and DEIA initiatives. As Nancy Kaffer of the Detroit Free Press wrote in a recent column, "Of all the executive orders #47 signed on Inauguration Day, the one that erases trans people from Federal Policy, 'Defending Women from Gender Ideology, Extremism and Restoring Biological Truth to the Federal Government' is perhaps the cruelest."

In light of these executive orders and other legislation that is likely to come in the near future, the Committee must continue its commitment to all of the Union's historically marginalized and underrepresented kin. Through the work of the Committee, and the work of collective bargaining, the Union must actively oppose all forms of unfair discrimination and renew its shared commitment to promote an equal and welcoming environment for all people.

The activist group Queer Momentum is supported by the Canadian Labour



Congress that organizes campaigns to advance freedom, equality and human rights for LGBTQ+ people. They recently held a get out the vote webinar led by Fae Johnstone. Queer Momentum will be conducting an initiative very similar to Drag Out the Vote, with a non-partisan get out the vote message, including Canadian Drag queen ambassadors. The CLC also held their latest Human Rights Advisory Committee meeting, including the Solidarity and Pride Group in Ottawa, in December, to coincide with Human Rights Day.

Doug Boney reported that two days after the election, he headed to the ILGA World Conference in Cape Town, South Africa working with other Pride at Work board members to lead a session on the global labor movement. ILGA, which stands for the International Lesbian, Gay, Bisexual, Trans, and Intersex Association, has been holding this international conference of queer leaders since 1978 and this is only the second time it has been held on the African continent.

The Rainbow Railroad is an organization based in the US and Canada that helps folks leave countries where they are victims of state-sponsored violence and oppression because they are LGBTQIA+. Because of the new administration, they are worried that many they could be helping with asylum or refugee status in the US will now have no path to safety.

Highlights from the ILGA conference included hearing from a doctor in Taiwan making sure queer voices are considered in her union and for them being a voice in care, a Starbucks worker organizing their store in Serbia, and a teacher from South

Africa who went from being ostracized in his union for being queer to becoming part of leadership.

A couple of weeks ago Boney was a panelist on a presentation on DEIA for the International Cinema Lighting Society. Dessie Cole, Local 728 member and co-chair of the society's DEIA committee reached out wanting him to bring his perspective and experience to the discussion. They discussed the importance of unions for entertainment workers and how DEIA issues can be addressed through unions. This panel discussion was recorded and will be hosted on the society's website for their global members to view.

Lastly, Boney attended a Pride at Work National Executive Board meeting in Las Vegas the week preceding the winter GEB meeting. Other than the usual business, they took time to have a strategic planning session on what to expect and what they can do across the organization and their unions to counter the new administration's attack on queer folks and working people.

It was reported that Local 631 Business Representative Holdridge was unanimously elected to serve as the Interim President of the Florida AFL-CIO. Outgoing president Dan Reynolds stated that Holdridge was the most logical choice for the Florida AFL-CIO's highest office, and the Executive Board agreed. Holdridge was quoted saying, "I am excited to build relationships and remove barriers for all working families, regardless of their political beliefs or social class so they can live their best lives."

The summer Pride season continued after the Committee's previous report in

Calgary, with Vancouver hosting Canada Pride. Like World Pride, Canada Pride brings activists together to both celebrate and discuss issues relating to LGBTQ+ folks.

Some of the sessions included addressing rising hate, mis- and dis-information, the activist's toolbox, and more. Special shoutout to Local 891 Pride Chair Kristina Kearley for running a session about how flying squads can help mobilize activists to combat hateful protests.

Looking ahead to pride month in June, in addition to both New York City and Toronto's celebrations, this year World Pride is being held in Washington, D.C. More information regarding the Pride Rally and March through the streets of D.C. will follow in the coming months, and any Locals or members who will be in the area are encouraged to attend.

President Loeb thanked the Committee for its report. It is important that the Union redouble its efforts to protect the LGBTQ+ community in the face of attacks by the new presidential administration, which have been sickening. At the end of the day these politicians need to find a way to benefit people's lives, not tear them down. The Union will always support the Committee and its work and all of its members regardless of what they look like or who they love.

## **IATSE WOMEN'S COMMITTEE**

The IATSE Women's Committee (IWC) Chair, International Vice President Colleen Glynn, along with International Vice President Apple Thorne updated the Board on the Committee's activities since the meeting



in Calgary. They began by expressing appreciation to thank President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for the ongoing support and encouragement.

### **Calgary GEB**

At the July GEB, held in Calgary Alberta, IWC celebrated a new direction for the Committee. Building on the momentum and solid foundation developed by past committees, the IWC changed the format of its events and pivoted to a new Networking/Mentoring Event followed by an all-inclusive social event.

The Networking/Mentoring event in the mid-summer GEB began with a presentation from Moon-time Connection, the charity the Committee chose to support for that meeting, followed by a fun Women's trivia game - speed dating style introducing new attendees to more seasoned ones, and through the trivia questions the Committee celebrated many of the achievements of IATSE Women.

The networking mentoring event was followed by a happy hour at Owen's Landing, where all allies and supporters were invited to attend to celebrate the empowerment of all women. The happy hour was a huge success, sending a message of inclusivity and solidarity that we hope will further advance the mission of the IWC, "... to create an inclusive environment where everyone feels welcome to celebrate the unlimited potential of IATSE women, to support strength and success in the Union, in workplaces, families and in communities at large..."

As the summer Board meeting was hosted in Calgary, the Committee celebrated the work of our Canadian members around menstrual equality, the designated charity was Moon-time Connection. 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. For the first time, the Committee welcomed donations from everyone. There was a flyer about the charity in the delegate bags, a table where attendees could get information outside the meeting room and there was a QR code published in the Bulletin, inviting everyone to donate. The Committee raised over \$8,000 for Moon-time, more than almost double the amount ever raised before. The IWC and Moon-time are grateful to everyone for their support and generosity.

### **GOTV Postcard Campaign**

Coming out of the July GEB, the IWC shifted focus to the U.S. federal election cycle and launched a get-out-the-vote (GOTV) campaign. The late, surprise shift in candidates breathed new life into the political race and hopes were high the U.S. would elect the first female president. The Committee began weekly zoom meetings with IATSE District Coordinators and Regional Leaders and relaunched its successful Postcard Project from 2020. The demand for the postcards grew from 10,000 to over 51,500 postcard request from not only IATSE Sisters, but also from Brothers and Kin. Committees from coast-to-coast

hosted postcard parties inviting members and their families to come together to fill out postcards with handwritten notes encouraging IATSE members to vote. Postcards were mailed to IATSE kin and new voters. Co-ordinating with the IATSE Political Department, the Committee sent encouraging postcards to over 15,000 IATSE women in swing states. These efforts brought members together to impact the elections and lead to building a strong sense of community within and among our Locals. The Committee participated in the AFL-CIO Woman's Labor GOTV Mobilization. The Committee members engaged in voter registration drives, door to door canvassing, phone and text banking, rides to the polls, filling election boards, and participated in social media campaigns.

While the outcome of the election was clearly not what the Committee hoped for, the number of union voters overall had increases over previous elections, and down ballot races were positively impacted by the increased turnout of union voters. The Committee is impressed by the determination and effort of everyone who participated and voted.

### **TTF- Learning Path for IATSE women**

Also coming out of the Canadian Convention, the IWC has teamed up with Liz Campos and Colleen Lorick of the IATSE TTF who helped curate a LinkedIn Learning path for IATSE Woman. The suite of classes is designed to address the unique challenges of Women's leadership and workplace integration. There are sixteen courses addressed to helping



learners develop skills in Women's Empowerment, Women's leadership Development, Gender inclusivity and Allyship.

The areas of focus include, Woman Supporting Woman, Woman in Leadership, Navigating the Workplace and a section called Nano Tips containing several one-minute videos by DEI expert Desiree Coleman-Fry. Although these courses were created especially for IATSE Woman, everyone is welcome and encouraged to explore this pathway.

For anyone interested in exploring this learning pathway and who do not have a LinkedIn account should contact the TTF for assistance with registration.

### **International Women's Day**

Saturday, March 8, 2025, is International Women's Day, which began in Austria, Denmark, Germany and Switzerland in March 1911. International Women's Day celebrates women's accomplishments, breaks gender barriers, discourages discrimination, promotes women's rights and encourages allyship.

This year the International Women's Day campaign is "Accelerate Action". According to data from the World Economic Forum, at the current rate of progress, it will take 134 years, which is roughly five generations from now, to reach full gender parity globally in 2158.

The IATSE Women's Committee is encouraging everyone to post photos on social media on March 8 with the hashtags #AccelerateAction; #IATSEwomenup.

Thanks to the IATSE Communication Department for creating a QR code where everyone can upload IWC photos to one depository.

### **Sister Spotlight**

The sister spotlight project continues, with remarkable IATSE women being profiled in the Bulletin each quarter. The IWC encourages members to identify the amazing women in your Local and nominate them for a Sister spotlight at <https://iatse.net/take-action/women/sister-spotlight-form/>

### **Coffee Klatch Meetings**

IATSE Canadian sisters have taken to meeting one Sunday a quarter on Zoom to talk about what they are working on, share ideas and co-ordinate projects and campaigns. Known as the Coffee Klatch, these informal meetings began as a way for Local committee chairs and district co-ordinators to get better acquainted but have grown to include interested women without access to a committee at their Local. The IWC will be expanding this idea and launching National Coffee Klatch Meetings in the U.S. in 2025. These quarterly meetings will offer Committee members and interested women who are unable to travel to the GEB meetings an opportunity to network and discuss issues and share resources. The first Alliance wide Coffee Klatch is scheduled for Sunday, February 23rd at 1:00 p.m. EST via zoom. Anyone interested can sign up to receive the zoom link please send an e mail to the IWC or contact your IWC district coordinators or regional team leaders.

### **GEB NOLA**

The IWC's networking and mentoring event was held on Wednesday. Vice President Glynn thanked everyone who participated in the event, especially the

second-line march and the all-inclusive happy hour.

As is tradition, the charity the Committee supported in NOLA is Krewe de Pink. Krewe de Pink is an all-volunteer organization that raises money for breast cancer research and donates it to Tulane Cancer Center.

In closing, the Committee also highlighted and celebrated Sister Kimberly Holdridge, Business Manager of Local 631, who was elected unanimously in December to serve as interim President of the Florida AFL-CIO. Vice President Glynn noted that Holdridge is a lifelong trade unionist who for over three decades has championed working people. The Committee congratulated Sister Holdridge.

Finally, the Committee extended special thanks to the dedicated and hard-working Committee members and District Coordinators, the Executive Steering Committee, International Vice President Thorne, Stagecraft Assistant Department Director Stacia Savage, International Representative Cindy Jennings, regional team leaders and sub committee chairs, Rose Etta Venetucci, Dawn Arevalo, Nicole Miller and its newest sub-Committee chair Local 8 Philadelphia Business Manager Sister Tricia Barnes-Vargo.

President Loeb remarked that the Women's Committee networking event in New Orleans was incredible and the "vibe was special". He commended the Committee for taking advantage of all the International's resources and assets, including the TTF and the Communications Department, to further Committee programming. He reminded



those in attendance that the time is now to support gender equality. He thanked the Committee for its uplifting report.

## **IATSE YOUNG WORKERS COMMITTEE REPORT**

Communications Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee, International Representative Marisa Shipley, International Representatives Wade Tyree and Marisa Shipley, and Communications Outreach Coordinator Megan Greene provided the General Executive Board with an update on the Young Workers Committee.

The most recent Young Workers Conference occurred in the days leading up to the Summer 2024 General Executive Board meeting and featured approximately 100 attendees from 63 different local unions. In November, the Committee hosted a 3-month follow-up Zoom call with approximately 20 attendees. During this gathering, participants reflected on the conference itself and reported on their home Locals Young Worker Committee activities. From organizing a DnD game night to engaging other members in discussions about collective bargaining agreements and Workers Rights to further engaging in Community outreach with seminars at Colleges and Universities or even more participation at the Local Federations of Labor, this past group of attendees are carrying the message far and wide. While many are learning engagement and activation takes time and patience, it remains refreshing to see that the bonds and connections that were formed while attending the conference are still in place and gaining strength.

The Committee has begun internal discussions for the Young Workers Conference in 2026, utilizing the feedback from past conferences to help shape what the next could be like!!!

The AFL-CIO has also been working on re-envisioning their Young Worker initiative as a whole and given the momentum and successes that the IA YWC has experienced, they have asked the Committee to provide guidance and ideas for them. In September, Steven Chaussee traveled to Washington DC to be a part of the newly created AFL-CIO "Young Workers Rising" steering Committee. Over the course of the two-day summit, he joined representatives from several other AFL-CIO affiliates to brainstorm best practices for Young Worker programs with the suggestions being submitted to President Liz Shuler.

UNI-MEI is acting in this area as well. Following the strategic priorities adopted by the General Assembly in 2022, which included a series of objectives for Youth, including promoting the participation of young members in organizing and decision making in sector regional and global bodies. With the formation of a Youth Working Group in the MEI sector Department Director Jonas Loeb and International Representative Marisa Shipley have been assigned as IATSE representatives to that group. A first meeting was held in December 2024, with Steven Chaussee also attending. The agenda included introductions, discussion of the objectives of the group and current structural support for youth Committees and priorities across represented unions. Meeting attendees were able to hear about the UNI Youth America Conference

from the SATSAID and SUTEP members present and Representative Shipley, with the assistance of Director Loeb and Coordinator Chaussee, shared about the 2024 Young Worker Conference that the IATSE Young Worker Committee held in Calgary last summer.

The Committee has also begun internal discussions regarding the Young Workers Event at the 70th Quadrennial Convention in Hawaii this Summer.

President Loeb observed that he saw enthusiasm at the 2024 conference. The Young Workers help the International organize and use resources, skills, and talents for strength. He continued by noting that the IATSE is building a culture of making a difference and the young workers reflect this culture. The bonds the young workers create will lead into the future, and the young workers know the power of these bonds.

President Loeb concluded his remarks by noting how crucial the Committee's work is to the International and thanked the Committee for its hard work.

## **INTERNATIONAL AFFAIRS**

International Vice Presidents Michael F. Miller, Jr., and John Lewis reported to the General Executive Board on recent developments in international labor union affairs.

The IATSE has a long history of working collaboratively with unions across the Globe. The IATSE is an affiliate of UNI-Global Union which is a global union federation with affiliates in 150 countries. UNI-Global uses collective strength to expand collective bargaining, advance social and economic justice, hold corporations accountable and transform an unfair global economy.



UNI has negotiated over 50 global agreements and protocols that have secured the rights of tens-of-millions-of workers worldwide. These agreements are vital tools to level the playing field between workers and multinational corporations, and they create frameworks for workers to organize and negotiate free from fear and intimidation. Many also establish global rights on issues like gender equality and workplace safety.

UNI has a presence in Europe, Asia/Pacific, Africa and the Americas. Affiliates represent workers in eleven work sectors including Health Care, Commerce and Finance, and Media, Entertainment and the Arts (MEI). President Loeb is currently the President of UNI-MEI and sits on the world executive board of UNI.

The IATSE is a world leader and the rest of the world unions look to the Alliance for leadership on many issues. It is incredibly inspiring and sobering to see trade union activists who toil in terrible conditions, where their work is deemed to be illegal and face the threat of violence.

But it goes beyond simply working collaboratively. These unions share so much and despite language and cultural barriers, bonds of incredible solidarity are created. Vice President Lewis then shared an email from Adriana and Miguel from SUTEP, a large media union in Argentina. He stayed at their villa along with union leaders from Brazil, Mexico, Ecuador, Panama and Columbia.

Vice President Miller discussed the IATSE's role at UNI-MEI and at the conferences that Vice President Lewis discussed. While much of the discussion with the other unions is focused on the

big picture issues, recent discussions have focused on discrete issues impacting all of them. These discussions are important because the unions share many employers. The importance of building these relationships was illustrated by the support they were able to lend to the IATSE during its recent negotiations with the Alliance of Motion Picture and Television Producers.

The work the International is doing is raising employment standards globally, which will benefit members of other unions in the long term. The compression the film and television industry is experiencing is happening globally, which makes it vitally important that the unions continue to collaborate and share information.

President Loeb thanked Vice Presidents Miller and Lewis for their report. The world is getting smaller and smaller and the Union's participation and leadership at UNI-MEI is important. The Union benefits from the power of the organization and now has global allies across many different industries. The challenges that unions are facing with regard to artificial intelligence are real, and collaborating with these other organizations on that issue will be incredibly important going forward.

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

International Vice Presidents Michael F. Miller, Jr. and Vanessa Holtgrewe, International Representative Thom Davis, and the other IATSE Directors of the Motion Picture Industry Pension and Health Plan (MPIPHP), including Local 695 Business Representative

Scott Bernard, Local 839 Business Representative Steve Kaplan, Local 729 Business Representative Bob Denne, Local 700 National Executive Director Cathy Repola, Local 44 Business Agent Tobey Bays, and Local 800 National Executive Director Chuck Parker reported to the General Executive Board regarding the status of the MPIPHP.

Bays has been assigned by President Loeb to serve as a director after the retirement of Patric Abaravich. The IATSE maintains 11 of the 16 labor trustee seats and International Representative Davis serves as co-chair for the labor side.

As of the beginning of January the Plan has a new Chief Operating Officer, Allen Lu, replacing Lorrane Bonanno who is retiring at the end of the month.

On November 9, 2024, the Plan held a Pre-Retirement Seminar at the Burbank Airport Marriott, with over 1,000 participants and their guests in attendance. This event is specifically designed for those planning to retire soon, with the goal to help participants understand their options, their benefits and how to navigate a successful transition into retirement, with Plan experts on site to answer additional questions.

As a result of the rebuilding post-COVID Pandemic and industry labor disputes, asset values have rebounded in 2024 to an excess of \$12.7 billion, continuing the increase from the last reported numbers of just over \$12.2 billion as of April 2024. Results of Plan investments are an important driver here in performance, with the gross return in the Pension Plan up to 9.8% in October 2024, 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 drawn down at retirement. Preliminary net estimate investment returns for 2024 stand at 9.3% for the Pension Plan, 8.3% for the IAP.

The Health Plan investments are mostly fixed income, for stability. Nearly 100 million dollars a month is spent on benefits. Those 2024 investment return estimates are 5.9% for the Active Health Plan and 4.9% for the Retiree Health Plan.

Residual receipts remain a principal funding mechanism of the Plans. Residual collections as of December 31 totaled \$602.23 million, which meets the bargaining parties' assumptions. New Media is now the primary driver of these funds with 2024 receipts totaling \$362.62 million, as a subset of supplemental market residuals, which separately brought in \$169.93 million. Post 60s residual contributions continue to decline, bringing in \$69.68 million in 2024, and the trustees expect at some point they will level out lower. 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 this loss of income caused by the change in business models.

As of December 31, 2024, there were 89,159,585 hours of contributions to the Plans.

As of October 2024, the Plan has 24,099 pension recipients. That is an increase of 719 retirees since the last reported numbers at the summer 2024 General Executive Board meeting, continuing the 5-year trend of a steady increase in the number of participants receiving pension benefits. 2024 saw 105 new pensioners each month on average, compared to a 2023 monthly average of 95.

As of the October 2024 reports, Active Plan health costs were \$835.4 million and the Retiree Plan was \$146.8 million.

Costs per participant increased by 11% in the Active Plan and 7% in the Retiree Plan. These cost increases are the primary driver of funding pressures on the Plan, like the funding gap at center of much of the 2024 Basic Agreement negotiations. As the Trustees have reported previously, the retiree costs are less per participant because Medicare is the primary for health benefits and the MPIPHP is secondary.

Health Plan reserves remain healthy at 10 months of reserves in the Active Plan, at a cost of \$85.7 million per month, and 8 months of reserves in the Retiree Plan, at a cost of \$14.5 million per month.

Vice President Miller concluded the report by thanking the labor directors on the Plans for all of their efforts.

Directors Parker and Repola announced their retirements from their respective local unions and as directors to the Plans. Parker stated that it has been an

honor to serve the members on the MPI. And Director Repola shared heartfelt remarks concerning her retirement from her position with Local 700.

President Loeb thanked the trustees for their report. He congratulated Bays on his appointment as a trustee on the MPIPHP. The Funds reached their projections based on the projected level of employment. Those are set by the bargaining parties during negotiations. The new Basic Agreement has significantly enhanced residuals, which will add layers of protections for the health of the Plans. Those contributions will continue to come in, even during slow times. The Union will continue to pressure the employers, and utilize its political connections, to keep work in the United States. President Loeb concluded his remarks by thanking the directors for their tireless work on behalf of the members, and expressed his personal thanks to Repola and Parker for their dedication to the members. Their experience inured to the benefit of the participants.

## **OFF-BROADWAY REPORT**

International Vice Presidents Michael J. Barnes, Paul F. Dean, Jr., Carl Mulert, International Trustee and Education Department Director Patricia A. White, International Representatives Daniel Little and Brian Munroe joined by Local One President Michael Wekselblatt, Local One Business Managers Frank Lazarto, and Joseph Valentino III, Local 798 President Angela Johnson, Local 798 Business Representative Daniel Dashman, Local USA829 Business Representative Sandy Phillips, and ATPAM Local 18031 Vice President David Gersten provided a report outlining the IATSE's campaign to





**International Representative Brian Munroe, International Vice President and Stagecraft Department Director Michael J. Barnes and International Representative Daniel Little.**

organize Off-Broadway workers in New York City.

In recent months, as been reported by the Stagecraft Department President Loeb convened a meeting with New York Locals to discuss the organizing opportunity in New York's theater community. Representative Little initially spearheaded this campaign with support from several prominent employers within this sector. A pivotal meeting took place in July 2023, at Local One's offices. Initially planned for a small gathering of Off-Broadway workers, the meeting saw an unexpected turnout of over 100 individuals working in all backstage sectors who demonstrated significant interest in union representation.

Through months of organizing conversations, meetings, and collective efforts, Off-Broadway workers mobilized to demand union recognition. Thus, far the Alliance has achieved a significant first commercial Off-Broadway contract was achieved in October 2024 securing wage increases, benefits, and health and welfare contributions. The three-year agreement includes a seven percent wage increase in year one, three percent in year two, and four percent in year three. Benefits

include a three percent contribution for annuity benefits contributions to the IATSE Training Trust Fund and a significant contribution for health and welfare benefits, which will fully cover single participation coverage in National Health and Welfare Plan C. Overall, this represents a twenty-three percent increase in the initial year of this contract.

In February through April 2024, the Alliance attained voluntary recognition of workers at two other theatrical companies. Negotiations for first contracts at both of these companies are now underway. At one of these companies, workers voted in a resounding vote of 179-11 in favor of union representation.

Also in April 2024, the IATSE was recognized by another commercial theatrical producer with a nearly unanimous vote in favor of union representation. Bargaining with that employer has been completed, including wage and benefit contributions (including pay parity for wardrobe hair and makeup technicians) and significant welfare contributions in a series of payments.

It was reported that the Alliance's campaign has continued to face resistance by the Atlantic Theater Company. In

November 2023, the IATSE won an overwhelming victory in a National Labor Relations Board election with 129 voters electing union representation and only one against.

The IATSE submitted a comprehensive contract proposal in mid-July 2024 and has been bargaining for the first contract since that time. Progress has stalled, leading to frustration among workers. As negotiations faltered, Atlantic Theater workers held a strike authorization vote. Workers unanimously authorized a strike, paving the way for that action if no deal was reached by January 12, 2025. No agreement was reached at that time and production workers at that company walked off the job on January 12, 2025, at 1:00 p.m., following unsuccessful bargaining sessions. The International, in collaboration with Locals One, 764, 798, and other New York unions, are supporting the strike with picketing and public outreach. These actions are ongoing.

IATSE's Off-Broadway organizing campaign is part of a larger push for unionization in the arts and entertainment industry. Off-Broadway workers have shown a clear commitment



to improving their conditions, securing fair wages, and gaining portable benefits. While the campaign has made important progress, including union recognition and first contracts agreements, it has also faced challenges with employer resistance and lengthy negotiations. The report highlighted both the successes and difficulties of the campaign, showing the importance of worker unity, effective organizing, and ongoing efforts to secure better labor rights and protections. The campaign is only in its first phase with many additional Off-Broadway workers currently engaged in organizing at their facilities. The report noted the extensive cooperation and collaboration of the New York Locals. For the last eighteen months, Locals One, 306, 751, 764, 798, USA 829 and ATPAM have attended weekly meetings and been full participants with bargaining committees.

Vice President Barnes thanked those reporting for their support. Vice Presidents Dean and Mulert reiterated the importance of solidarity in this community, noting in particular that their pride in the strength of the workers and their resilience.

President Loeb offered great appreciation for the leaders that are reporting. He noted that the IA must adapt to changing times and we are not allowing workers within the New York Locals' jurisdictions to become represented by any other labor organization. The Alliance remains the correct union to represent this workforce, and this is an important sector of the arts in New York. The IATSE will continue to work for the people who deserve the representation of the Alliance. The employers who are

creating obstacles are only going to hurt themselves, contrary to their missions.

## **OPERATION WARM**

International Vice President Craig Carlson, along with officers and representatives from Locals 2, 8, 11, 27, B-27, 110, 209, 476, 482, 491, 709, 769, 829, West Coast Locals 44, 80, B-192, 695, 600, 700, 706, 728, 729, 839, 871, 892, and Canadian Locals 709, 849, 856 all collaborated with Operation Warm to help children receive much needed winter coats and shoes. Operation Warm is a nonprofit organization with ninety-five percent of funding spent on children's coat and shoe programs. An inspiring video was shown which explained the purpose and mission of the organization and the great need for help from donors and volunteers to support Operation Warm programming.

Through Operation Warm, the International and the referenced local unions provided 4,740 brand-new winter coats and 456 pairs of shoes to children in need. Operation Warm relates directly to community "activism" and the Alliance's efforts to partner with Operation Warm provides "Growth and Strength".

Those reporting expressed appreciation to President Loeb for placing Operation Warm on the agenda, and for his encouragement and staunch support of philanthropic initiatives. They also thanked General Secretary-Treasurer Wood along with the memberships of Locals 709, 849, 856, 2, 8, 11, 27, B-27, 110, 209, 476, 482, 491, 709, 769, 829, 44, 80, B-192, 695, 700, 706, 728, 729, 839, 871, 892, and 600 for their participation. Vice President Carlson noted the roles of Vice President Lewis and the participat-

ing Canadian Locals were crucial. Every Local is invited and encouraged to participate. Vice President Miller thanked Vice President Carlson for inviting participation from the West Coast Locals.

President Loeb recalled when Vice President Carlson began his involvement with Operation Warm; now there are thirty-four local unions participating across the U.S. and Canada. He observed that together we grow stronger with community activism. Activism brings the Alliance closer with local unions which in turn brings Locals closer with communities.

## **POLITICAL AFFAIRS REPORT: CANADA**

International Vice President and Director of Canadian Affairs John M. Lewis and International Vice President Damian Petti provided the General Executive with an update on political and legislative affairs in Canada.

Over the last several months, tensions have been high in Canada across the political spectrum and, in particular, at the national level. Canada's longstanding Liberal Party leader and Prime Minister, Justin Trudeau, announced his intention to resign as Liberal Party leader (and Prime Minister) in December, 2024. Trudeau's decision in this regard has triggered a leadership race within the Liberal Party. To date, six liberal party members have announced their intention to run for the parties' leadership - Mark Carney, Chrystia Freeland, Karina Gould, Jaime Battiste, Frank Baylis and Ruby Dhalla. It is expected that once the Liberal leader is announced in early March 2025, a federal election will follow soon thereafter.



The Canadian Office is seizing on the current state of flux at the national level to meet with members of parliament from all of Canada's mainstream political parties (i.e. Liberal Party, Conservative Party, National Democratic Party) to communicate the IATSE's position and priorities on various matters.

One such priority for IATSE includes the creation of a federal tax credit for the live performing arts industry in Canada. To this end, IATSE has joined Canadian Actors' Equity, the Canadian Federation of Musicians and the Associated Designers of Canada (now an IATSE Local) under the banner of the Creative Industries Coalition to lobby for a federal tax credit for the live performing arts industry. Employers operating in the live performing arts industry including the Professional Association of Canadian Theatres (PACT) and some of PACT's larger members, like the Stratford Festival, Mirvish Productions, the Shaw Festival and the Toronto Symphony Orchestra have also joined this lobbying initiative. The unions and employers operating in the live performing arts industry are aligned in their message – a better-funded live performing arts industry will give rise to more productions and/or longer runs which in turn will translate into increased tourism and more spending on local businesses, hotels, restaurants, etc. In order to support this position, the union and employer live performance stakeholders have retained Nordicity to assist with these lobbying efforts. Nordicity is an international consulting firm which provides private and public sector clients with solutions for strategy and business, economic

analysis, policy and regulation in the arts, culture and heritage industries. The report issued by Nordicity in support of a live performance tax credit has proven to be an important tool in the parties' lobbying efforts. Most recently, the Nordicity report was used effectively with the Tax Policy Branch of the Ministry of Finance during a meeting with Maude Lavoie, the Associate Assistant Deputy Minister whose focus is on tax analysis. Government representatives are now able to clearly see that although there is a - not unsubstantial - cost involved in implementing this tax credit, there are also large benefits for employment, employers, and tourism. The Canadian Office will update the General Executive Board on the status of these lobbying efforts in the coming months.

#### **FAIR Coalition**

Another priority for IATSE in Canada includes its efforts to increase fairness for anyone working on productions that receive Telefilm Canada funding along side other film production industry stakeholders under the Fair Coalition banner (Film & Television Alliance for Industry Responsibility / Film et télévision - Alliance pour une Industrie Responsable). Although not officially part of the federal government, Telefilm is a Canadian Crown corporation that supports the domestic film industry with funding, promotion, co-productions and development. The FAIR Coalition has proposed that Telefilm-funded projects must meet minimum standards for workers which from a practical perspective should be achieved through union agreements.

The Fair Coalition is also advocating for producer accountability and continues to encourage Telefilm to confirm that all production companies seeking Telefilm funding are in good standing with all industry associations (i.e. that there are no outstanding wages owed to film and television industry workers from previous projects). This type of language already exists within the Canada Media Fund, which provides similar supports for the domestic television sector. The IATSE is optimistic that Telefilm will give due consideration of the FAIR Coalition's proposals and adopt them in the near future.

#### **Bill C-11**

The IATSE continues to consult with federal government officials in relation to Bill C-11: The Online Streaming Act. This is the legislation that was created to regulate foreign digital streaming platforms like Netflix, Disney+ and Spotify, and require them to contribute to the creation and promotion of Canadian Content. The Bill was passed into law on April 27 of 2023 and gave new powers to the CRTC, which is the administrative tribunal responsible for administering Canada's Broadcasting Act. When Bill C-11 was passed, some policy areas were left open for the CRTC to determine. CRTC consultations on various aspects of the legislation are underway and will be ongoing throughout 2025. IATSE has been actively communicating positions on behalf of its membership. To date, IATSE's efforts in this regard have included meetings with members of parliament across the country, the preparation of Locals to participate in



national roundtable discussions and the drafting of formal submissions that have been filed with the CRTC which have focussed on the definition of a “Canadian Program.” Under the current system, there are three pillars to qualify as Canadian Content (often referred to as “CanCon”). The first is Creative Talent, the second is Production Spending, and the third is Production Ownership and Control. The IATSE has retained regulatory lawyers to assist in its lobbying efforts in relation to Bill C-11. The Canadian Office will update the General Executive Board on the status of these lobbying efforts in the coming months.

President Loeb observed that political activity and lobbying on behalf of the IATSE and its members must be considered activism. The International’s lobbying programs in Canada and the United States are robust. They have benefitted and will continue to benefit the Union and the membership.

## **SOUTHERN CALIFORNIA WILDFIRES**

General Secretary-Treasurer James B. Wood, International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. with International Vice President Emeritus Thom Davis, International Vice President and Assistant Motion Picture Director Vanessa Holtgrewe, International Representative Marissa Shipley, Communications Department Director Jonas Loeb, Local 44 Business Agent Tobey Bays, Local 892 Executive Director Brigitta Romanov, Local 700 National Executive Director Cathy Repola, Local 80 Business Manager DeJon Ellis, Local 729 Business Representative Bob Denne, Local 600 Na-



**Local 44 Business Agent Tobey Bays, Costume Designers Guild Local 892 Executive Director Brigitta Romanov, Motion Picture Editors Guild Local 700 National Executive Director and Business Agent Cathy Repola, and Local 80 Business Agent DeJon Ellis received a heartfelt standing ovation for their dedication and tireless efforts in supporting members affected by the Southern California wildfires.**

tional Executive Director Alex Tonisson, Local 695 Business Agent Scott Bernard, International Representative Melissa Shipley, Communications Director Jonas Loeb, Local 839 Business Representative Steve Kaplan, Local 884 Business Representative Marcy Brooks, Local 800 National Executive Director Chuck Parker, Local 800 Organizing and Field Director Andrew Stumme, Local 728 Business Representative Greg Reeves, Local 33 Ronald Valentine, Local B192 President Nicole Miller, and Local 706 Business Representative Cheryl Eckert. reported on the recent fires in Southern California to the General Executive Board.

Vice President Miller began by asking everyone to keep in their hearts and thoughts the 300 IATSE members who have lost their homes, and the thousands who were evacuated as a result of the Southern California wildfires, some finding their residences unlivable once the evacuation order was lifted. The collective grief and sorrow are unmeasurable. He thanked everyone for their outpouring of financial support as well.

On Monday, January 6, 2025 the National Weather Service issued a wind

warning impacting Burbank, where the West Coast Office is located, and much of the surrounding areas. Residents were cautioned that winds would start Tuesday, January 7 at 10:00 a.m. PDT and last through Wednesday, January 8 around 6:00 p.m. PDT. Forecasters cautioned that these Santa Ana winds could reach up to 100 miles per hour.

On Tuesday, the first fire broke out in the Pacific Palisades around 10:30 a.m. PDT. A little after 11:00 a.m. PDT, aerial crews warned that nearby homes would be hit in minutes. The first evacuation order came a little over an hour later at 12:07 p.m. PDT. “Gather people and pets and leave immediately,” it said. Because of the hurricane-force Santa Ana winds, it was reported that the fire was moving at a rate of 5 football fields per minute. With limited roads in and out of the neighborhood, there was significant gridlock, and on Sunset Boulevard people were told to abandon their vehicles and flee on foot. The fire department had to bulldoze cars in order to allow access for first responders later that day.

By 2:32 p.m. the fire had grown to 700 acres. By 7:30 p.m. it had consumed



almost 3,000 acres, reaching the center of the neighborhood.

About forty miles away to the Northeast, the Eaton Fire broke out around 6:10 p.m. in the community of Altadena, which is nestled at the foothills of the San Gabriel Mountains above Pasadena. A county helicopter arrived on scene at 6:36 p.m., but water drops were called off at 6:45 p.m. due to the gale force winds.

The first evacuation order went out at 7:26 p.m. A nursing home already had to evacuate, and residents had little to no notice to evacuate.

After 10:00 p.m., twelve hours after the first fire in the Pacific Palisades, the Hurst Fire started near San Fernando, which is in the northern end of the Valley, above Burbank. This fire started after a power line hit the ground in high winds. Unlike the first two fires, the Hurst was more quickly contained, burning about 800 acres in the end.

Arriving at the office on Wednesday morning, Vice President Miller found two members sleeping in their car in the covered parking lot. They said the West Coast Office was the first safe place that they thought of when told to evacuate.

Quickly, the IATSE initiated the first wave of disaster response. The Walsh/Di Tolla/Spivak Foundation Disaster Relief Fund application form was sent to members by the IATSE West Coast Office and Locals.

At this time, the Palisades fire was at 17,200 acres and the Eaton fire at 10,600 acres. Thousands of homes and structures were burning in both fires.

The Sunset fire started in the Hollywood Hills, burning 43 acres and triggering evacuation areas in Hollywood

and surrounding areas, causing complete chaos in that densely populated part of the city.

More than 330,000 people were without power throughout the region, according to PowerOutage.us.

Nearly 400,000 people received evacuation orders or warnings by the evening of Wednesday, January 8, not even two days after the first fire had ignited.

To understand the explosive growth and impact, please consider the following timeline:

- January 7 at 2:00 p.m. – population affected 32,426
- January 8 at 12:00 a.m. – population affected 170,274
- January 8 at 10:00 a.m. – population affected 322,768
- January 8 at 8:00 p.m. – population affected 381,954

On Thursday, the West Coast Locals met via zoom and immediately began planning how best to help their fellow brothers, sisters and kin.

Local 80 had already opened their stage as a relief shelter for members and it was determined they would shift to serve as the main donation and pickup site for needed items, such as towels, water, toilet paper, diapers and much more. Locals 600 and 700 had their offices serve as drop-off sites for a bit of time before it was determined it was best to consolidate efforts at Local 80.

CDG Local 892 was already internally collecting clothing and setting up what was in essence a pop-up clothing store, which has been serving members and the community since that time. Staffed by member volunteers from a wide range

of Locals, they assist members and their families in putting together replacement wardrobes.

At both locations, impacted members received gift cards, funded by the Locals, so they could shop for the items the Locals could not supply.

The Locals realized they needed a central repository for information and resources and so the IATSE Communications Department quickly created a microsite to house this information.

On Thursday, the West Coast Office staff, working with Jimmy Rainey and General Secretary-Treasurer Wood in the General Office, identified the zip codes of burn and evacuation areas, then generated a list of members in those zip codes. This information was quickly provided to the affected heads of Locals.

That list reflected 8,101 members in the IATSE database living in zip codes impacted by current evacuation orders and/or fire damage.

Another fire broke out, this time near the Los Angeles/Ventura County Line, burning 1,000 acres before it was finally 100% contained on Sunday morning, January 12. With the Motion Picture Television Fund ("MPTF") campus potentially impacted, Vice President Miller kept close watch on the evacuation zones for this new fire.

On Friday, the first joint statement from the West Coast Studio Locals was sent to west coast members. The statement encouraged members to reach out to their Local for assistance and that the Locals were working on additional support services. The Disaster Response Committee also sent a message to members.



President Loeb followed suit, sending a letter to all members informing them about the Southern California fires resources and relief website and information about both donating and accessing the Walsh/Di Tolla/Spivak Foundation Disaster Relief Fund.

Days after the fires started, the Palisades Fire was 6% contained, having burned 19,978 acres, the Eaton fire was 3% contained and had burned 13,690 acres. Winds were still at 70mph in some areas.

Jim Revis of Local 871 and Marcy Brookes of Local 884 jointly created a google document for volunteers to sign up, indicating if they had a truck to help, and potentially housing, and the information collected was shared with the Locals. Tobey Bays of Local 44 created a Fire Relief Intake Form which was converted to a fillable PDF.

The Locals worked together to create checklists for both volunteers and members. For those assisting members, the Google document covers everything a volunteer should collect from the affected member, such as specifics of what the member needs at this time, emotional support resources available, and financial relief processes and resources. For a member's personal use, another checklist was created. It covers steps to obtain records, best practices for documentation, aid, tax relief, how to cancel various utilities and accounts, first steps for dealing with home insurance, legal resources, and scam awareness.

From the time a call went out for donations, housing and help, hundreds of members from every Local have stepped

up and volunteered in whatever ways they can.

On Sunday, January 12th, the West Coast Studio Locals, alongside Locals 33, B-192, 504, 614, 768, USA-829, 857, 923 sent another letter to members with updates about collection of goods and resources for members.

By Friday, January 17th District Two had committed \$15,000 to the relief efforts and other Districts were lining up their donations as well. Locals were continuing to donate money so gift cards were available for those displaced. By the weekend, the west coast Locals had raised over \$21,000 for financial assistance.

Vice President Miller, Vice President Holtgrewe, Retired Vice President Davis and International Representative Shipley, the Heads of the affected IATSE Locals, Teamsters Local 399 and the Basic Crafts were meeting daily with updates and plans. It was determined members needed resources, and fast. The group began planning to host a Resource Fair the following Thursday.

On Wednesday, January 15th the day before the Resource Fair, the first batch of checks from the Walsh/ DiTolla/Spivak Foundation were signed and \$64,773 in aid was sent to the West Coast Office.

The staff revised the zip code list and identified members in current evacuation and burned areas. With a number of zip codes downgraded from mandatory evacuation zones for the Eaton Fire, and, as the Palisades Fire moved eastward and up over the mountains towards the Valley, more zip codes were added; this list reflected 5,558 members living in zip codes impacted by the then current evacuation orders.

The National Weather Service warned of winds up to 65 mph for the first part of Wednesday.

On Thursday, January 16 the Resource Fair took place at Local 80. Vendors included the IATSE West Coast Office staff and Representatives, who processed a steady stream of requests for the Walsh/ Di Tolla/Spivak Foundation, MPI, Los Angeles County Assessor's Office, MPTE, Entertainment Community Fund ("ECF"), the U.S. Small Business Administration, insurance advice was available from a practicing lawyer (whose husband is a Local 80 member). Also Labor Community Services provided various ways to access financial relief, as well as Airbnb vouchers, Zello, Teamster Disaster Relief, UnionPlus, First Entertainment Credit Union and Optum Mental Health crisis counselors. Catering was provided by a Teamster Local 399 member. Studio Teachers from Local 884 staffed a children's play area, and Local 706 makeup artists were on hand for facepainting to entertain any children in attendance.

Vice President Miller thanked Senator Adam Schiff for assisting with a connection to the U.S. Small Business Administration. Retired Vice President Thom Davis's local political connections were also instrumental in getting the county Assessor to attend.

Over seventy staff and volunteers from the Locals were on hand to assist members. In the end, 112 members attended, and with their partners and families in attendance, the catering tables were full of people sharing stories and coming together to bond over this shared tragedy.



The feedback from the event was an overwhelming gratitude to have trusted information that had been vetted by the Union and available in one place.

On Friday, January 17, 2025 the first distribution of checks from the Walsh/Di Tolla/Spivak Foundation were available to members on the west coast. Vice Presidents Miller and Holtgrewe met with the members who chose to pick up their checks at the West Coast Office. They heard of people fleeing their homes with little to no warning of the approaching fires, the struggle to identify next steps, mourning for communities lost, and powerful acts of kindness from friends, family and union kin.

So that the Locals could quickly reach out to newly impacted members, the IATSE continued to identify members affected via their zip codes as additional fires broke out. The MPTF and the ECF have and will be hosting webinars to address issues such as best practices for dealing with insurance companies and accessing resources.

The Locals are discussing a potential follow up event. Those details are still being discussed. CDG Local 892 and Local 80 continue to serve members and the community with supplies, clothing and gift cards for members.

Long term housing is now a key priority for many members who lost their homes. Owned by a Teamsters Local 399 member, the company Zello shifted their focus from launching its new entertainment business to partnering with major Hollywood Studios, the MPTF, Hollywood crew members and industry leaders to provide critical support to families in need. The company

is repurposing its new headquarters into the Zello Infrastructure Support Center, a centralized donation and resource hub designed to assist those devastated by the fires. They are donating temporary housing, secure storage spaces and resources free of charge to families who have lost their homes. Local 44 members are helping to source furniture and home goods from prop houses and productions that are cleaning out their stages. Local 44 and Teamster Local 399 volunteers are moving the large items into member's new accommodations.

As of Wednesday, January 22, 2025, the Walsh/Di Tolla/Spivak Foundation has sent 104 checks totaling \$272,834. We know that this number is only the beginning as more IATSE members deal with the aftermath.

As of January 21, 2025 the West Coast Locals have raised \$77,000 and distributed \$43,000 in support of industry workers impacted by the fires. And, Local volunteer signup link currently has 1,095 responses from members.

Calfire estimates over 10,000 structures have been destroyed so far with 27 fatalities, including 40,325 acres burned, which is over 63 square miles. For reference, Manhattan is only about 14,600 acres, while Washington DC is about 43,700 acres.

This disaster will take years for California to recover from. The Locals know they are in this for the long haul and their commitment to helping their members will assuredly be part of future Executive Board reports.

Vice President Miller then recognized the staff at the West Coast Office and IATSE West Coast Local union staff who

canceled plans and work from home schedules to help. He singled out Marcy Brooks, DeJon Ellis, Brigitta Romonov, Tobey Bays, and Cathy Repola for their hard work and dedication during this difficult time.

General Secretary-Treasurer Wood began his remarks by saying thus far the Walsh/Di Tolla/Spivak Foundation had provided 183 members with assistance in the amount of \$483,174. Applications are coming in every day with an average of 20-25 per day.

General Secretary-Treasurer Wood recognized the work done by the Disaster Response Committee who worked with him to design a new standardized application form which has been extremely helpful in streamlining the application process. He also acknowledged the hard work of Wesley Vega, Puva Yoka, Mildred Aguila and Asha Nandlal who are all involved in the process of getting applications processed and checks to members. He also acknowledged the hard work of Marisa Shipley who is the application processing point person in the West Coast Office and also all of the officers and staff of the Los Angeles Locals who are ensuring the applications are completely thorough and making the entire process run smoothly.

Jonas Loeb remarked that there was a fundraising effort via PayPal which is on the IATSE website. Jonas created a QR code for the IATSE website that facilitated fast and easy contributions via credit card and personal PayPal accounts to facilitate the process.

Cathy Repola remarked that the solidarity that began in the 2024 Basic Agreement negotiations helped during these wildfire disasters.



DeJon Ellis remarked that teamwork of the twelve Locals proved invaluable and restored hope in humanity.

Brigitta Romanov remarked that Local 892 began accepting and distributing clothing donations immediately after the fires began. The clothes were for both IATSE members and members of the community.

Tobey Bays remarked that it was remarkable how everything came together, and the International and the West Coast Local Unions were able to help the members.

Ron Valentine remarked that Local 33 stepped up by helping set up a concert and putting together goodie bags for children.

President Loeb began his remarks by stating that the fires were unthinkable and heart breaking. He added that if there is anything the International can do to ease the pain, and suffering of Union kin is obligatory because the suffering will continue for some time. He observed that over the last 10 years the funds from the Walsh/DiTolla/Spivak Foundation have been going to victims of natural disasters at a concerning rate, which shows climate change is real. Continuing to fund the WDS Fund will be vital in helping members for future disasters.

President Loeb pointed out that the solidarity that has been shown during this difficult time has been remarkable. He expressed his pride in those reporting because of their dedication and hard work each showed in taking care of people.

## **VFX AND VIDEO ORGANIZING**

International Vice President and Motion Picture and Television Department Director Michael F. Miller,

Jr. with International Vice President and Assistant Motion Picture Director Vanessa Holtgrewe, Assistant Motion Pictures Director Chaim Kantor, Special Representative Ben Speight, and Registered In-House Counsel Michael Short reported on recent organizing and negotiating wins in the visual effects (VFX) and gaming sectors to the General Executive Board.

The visual effects and gaming organizers continue to make inroads beyond work in film and television. After a successful organizing campaign, contract negotiations for the visual effects team working on the Avatar sequels began on September 13th, with Vice President Miller at the helm leading negotiations with Vice President Holtgrewe, Special Representative Speight, and International Representative Maggie Kraissamutr standing alongside the nine elected members of the TCF 27 Productions VFX Union Negotiations Committee. The committee represents a unit of 93 VFX workers. Vice President Miller reported that these negotiations concluded on Jan. 16th.

Some contract details: preferential rehiring rights, guarantee of minimum hours per day, on future Avatar films for current bargaining unit employees, Motion Picture Industry Pension and Health Plans benefits, ; wage increases tied to the IATSE Basic Agreement annual wage increases; minimum call rates for Sixth and Seventh days of work; overtime, 6th and 7th day premium pay, and holiday overtime pay secured; meal and rest period invasion penalties added; dismissal and displacement pay; job security protections including

a fair discipline process and grievance procedure; technological change and subcontracting provisions; adopted A.I language from the IATSE Basic Agreement; established Labor Management Cooperative Committee; and a three year agreement.

Within days of concluding negotiations, the negotiating committee organized a donation drive for IATSE members impacted by the fires and Representative Kraissamutr delivered these needed supplies to Local 80. Vice President Miller wanted to share this anecdote to highlight that before this unit was even initiated into membership in the IATSE, these visual effect workers already see the Union as a family.

On October 28th, sixteen VFX workers for Saturday Night Live (SNL) won voluntary recognition from their employer NBC-Universal, which makes this crew the latest VFX workers to join the IATSE. The VFX crew is central to making Saturday Night Live's pre-recorded digital shorts, which are some of the most popular content produced by the show. SNL is now in its 50th season. Assistant Department Director Chaim Kantor and International Representative Chrissy Fellmeth are leading the IATSE team in assisting the group in negotiating a strong first contract.

The Department is happy to announce a successful unionization campaign at 2k's motion capture stage in Petaluma, California. The unit comprises 22 motion capture technicians, animators, production staff, stage workers, and shop fabricators. 2k denied voluntary recognition and hired a major union-busting firm, Morgan Lewis, to aid them



in executing an anti-union campaign while the unit waited for the election. The employer held a captive audience meeting and handed out flyers with anti-union information nearly daily. The supporters remained strong throughout the onslaught from their employer and voted in favor of forming their union at their election on November 22nd. The workers are now moving forward towards negotiating their first contract.

Led by International Vice President Miller, assisted by Vice President Holtgrewe and International Representative Mark Patch, negotiation with Disney and Marvel for their on-set VFX department is nearing conclusion.

The Department plans to begin negotiations with Apple Studios for their on-set VFX crew working on Apple TV+ projects.

President Loeb began his remarks by noting that VFX is our work. He is enthusiastic about the new members and appreciates their willingness to give to their Union kin.

## **WEST COAST OFFICE REPORT**

International Vice President Michael F. Miller, Jr., and International Representative Peter Marley reported to the General Executive Board on recent developments in the West Coast Office (WCO).

International Representatives Marisa Shipley, Anthony Pawluc and Thom Davis continue to work with the Roybal Film and Television Magnet High School. Representatives Pawluc and Davis are also working with Hollywood CPR (Cinema Production Resources), which is the longest standing bona fide training

program for IATSE-represented crafts in film and television and the only one providing placement on the roster upon program completion. Representatives are assisting with the work to now link the Roybal Magnet program with Hollywood CPR to create a secondary instructional pathway, so that graduates through Roybal can go to a community college and Hollywood CPR, with the potential to qualify for the roster.

Much like a vocational school, IATSE members are now teaching classes at Roybal as Hollywood CPR instructors. This expands the opportunity for individuals who previously had no access to industry jobs or the knowledge on how to pursue these careers to gain that access through this track. Many of these students may not want to go to a four-year university, or do not have the resources to do so. Having a vocational path to the industry, starting in high school, is an important step.

With a strong relationship between the IATSE and the program it also instills union values in future workers, coming out of high school. Vice President Miller spoke of how inspiring it is to see these students commit to learning a craft alongside their core curriculum and how skilled they demonstrate themselves to be. This is invaluable work in the union's communities with underserved folks. It is critical engagement alongside the union's legislative pushes and other community work like the Operation Warm program reported on separately. Roybal is looking to expand in Louisiana and New York City and Vice President Miller will be in touch with the affected Locals in those areas as that develops.

The West Coast Office continues to host Locals and other partners for membership meetings, local board meetings, events, and bargaining. The space is utilized weekly, if not daily. Vice President Miller thanked President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for approving technological investments, which have proved to be tremendous assets. The capability to host hybrid meetings was critical during the 2024 Basic Agreement negotiations, allowing Locals to negotiate in both the West Coast Office and the AMPTP's office, which provided more time for each Local than they have had historically. That investment in the space continues to pay dividends.

Minor repairs have been made to address the minimal, non-substantive damage caused by recent high winds in Los Angeles.

Through the West Coast Office, the IATSE works closely with the LA Fed, where International Representative Thom Davis serves as chair, and the California Federation of Labor Unions, where International Vice Presidents Carlos Cota and Miller serve as Vice Presidents. There has been great work on safety in the live event and film industries at the State Fed. While the IATSE is a small union, relative to other participants, two seats on the executive council allows a breadth of influence and the ability to speak to all the industry work because of the combined expertise of Vice Presidents Cota and Miller. Vice President Cota was elected to that seat when Representative Davis retired as International Vice President.



International Representative Ron Garcia organized a group of workers at the Universal CityWalk theatres, in line with some Local B-192 organizing at the same venue.

International Representative Marley is working with Local B-192 on their organizing and subsequent contract negotiations at Dodger Stadium and other sites.

Staff at the West Coast Office have been very stable and incredibly engaged during this critical time, as the office assists with member relief following the fires in the Los Angeles area. The staff steps up at every opportunity. There has not been a single complaint about the additional workload. There has been nothing but consistent offers by the staff to assist the Locals with the relief support to members. Vice President Miller has been able to dispatch West Coast Office staff to assist Locals 80 and 892 at their donation and distribution centers, in addition to the multiple staff who helped staff the Walsh/DiTolla/Spivak Relief Foundation table at the resource event. Staff have volunteered for each of these duties, without the need to dictate those assignments. Vice President Miller expressed his thanks to the General Executive Board for the resources and support to take care of the great team of staff members, from the admin folks to the contracts department.

President Loeb thanked Vice President Miller for the report. The WCO has become, and was always meant to be, the center of the organization on the West Coast. He expressed his appreciation for the work the staff has done to support the community. The Locals can take

advantage of and use the WCO for negotiations or other needs. President Loeb concluded his remarks by pledging the General Executive Board to assist the WCO in whatever way it can.

## **LOCAL NO. 669 AND LOCAL NO. 891**

### **Re: ACTRA Agreement and BC Council Negotiations**

International Vice President and Director of Canadian Affairs John Lewis, International Representative Nancy Hum-Balbosa, Local 669 Business Agent Wendy Newton and Executive Board Member Kevin Hall along with Local 891 President Amanda Bronswyk, Business Agent Crystal Braunwarth and Executive Board Member Michael Billings, reported on the status of the British Columbia Council of Film Unions (BCCFU) negotiations for a renewal of the BCCFU collective agreement with the Alliance of Motion Picture and Television Producers (AMPTP) and the Canadian Media Producers Association (CMPA).

Business Agent Braunwarth confirmed that a tentative agreement was reached by the parties which is subject to ratification. Highlights of the tentative agreement include significant year over year wage increases, improvements to pension contributions, mileage reimbursements, per diem rates, new budget tiers for SVOD, spaces to breast-feed, provision of menstrual products, AI language consistent with the Hollywood Basic and Area Standards Agreements, improvements to hair and makeup classification, buyout improvements, and new Art Department Coordinator classification.

President Loeb congratulated Locals 669 and 891 on reaching a renewal

agreement, observing that the Locals should be proud of this agreement. He noted that the so-called safe harbour agreement that exists in Vancouver is not a fair trade and remains problematic. The Canadian Office continues to explore ways to limit its reach. Regardless, President Loeb heralded the tentative agreement and congratulated the Locals for their diligence and efforts.

## **RETIREMENT OF DONALD GANDOLINI**



And so the story ends where it began, in New Orleans. In a full circle moment, Representative Donald Gandolini announced his retirement from the IATSE. Nearly a half century ago, a then sixteen-year-old Gandolini began working at the New Orleans convention center, located a short distance from where Representative Gandolini tendered his retirement. He recounted that he could not have imagined at that time that he was at the beginning of what would be a long, rewarding, and fulfilling career.

Indeed, Representative Gandolini has worked through or for the IATSE in numerous roles for over 50 plus years—as a day player, member, Local 39 officer, and International Representative for the last 23 years.



Noting that his list is far too long to name all those he wants to thank for their friendship and mentorship over that period, he singled out some people too important not to mention beginning with his dad who introduced him to the IATSE. Secondly, President Emeritus Thomas Short who hired him shortly after 9/11 and gave him this opportunity. He commended President Loeb for his dedication, vision and leadership and expressed appreciation to President Loeb for keeping him on the team.

Lastly, Gandolini expressed gratitude to his wife Lisa, who supported, never complained and endured all the challenges that a career in entertainment presents. Gandolini noted that the entertainment business is very hard on relationships, marriages, and families with its long hours or longer than expected periods of unemployment. It takes its toll on the individual, on the self; working holidays, missing children's birthdays, ball games or doctor's appointments.

But despite the challenges, this work is very rewarding. All these years later it is still thrilling thinking about the magic created by the talented IATSE crews.

Concluding his remarks, Gandolini hoped that he has contributed a small part in advancing the noble goals of the Alliance. He stated that he is grateful for what the IATSE has provided for him and his family. And, while decades of memories of people, situations, relationships, victories and defeats flood his memories, Gandolini noted his immense pride in the International's commitment to improving the lives of IATSE members and the working class. He ended by stating, "The IA has been good to me. Long live the IATSE. Thank you very much."

President Loeb joined those in attendance saluting Representative Gandolini for an esteemed career. President Loeb observed that Gandolini has committed his entire adult life to the IATSE. He noted that "Don's

intelligence, loyalty, calming, deliberate and thoughtful demeanor have made him an excellent representative. His intelligence and strategic abilities have suited him to serve as hearing officer in internal Union trials." President Loeb observed that the Board's meeting in New Orleans was serendipitous as "Don's long, distinguished career is ending where it began." Speaking directly to Representative Gandolini, President Loeb said, "Don the members have benefited from your contributions and you are an integral part of the International's growth and success. You are forever IATSE and will be missed."

## **ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 a.m. on January 31, 2025.



**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE  
SHERATON NEW ORLEANS HOTEL • NEW ORLEANS, LA • JANUARY 28, 2025**

Since the last meeting of the Defense Fund Committee in Calgary, AB Canada on July 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)	\$10,837.50	Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d)	10,228.49
Local No. 7, Denver, CO, Article Fourteen, Section 8(d)	14,897.36	Local No. 421, Herrin, IL, Article Fourteen, Section 8(d)	31,344.09
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d)	8,594.55	Local No. 423, Albuquerque, NM, Article Fourteen, Section 8(d)	8,800.85
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d)	26,968.50	Local No. 500, Fort Lauderdale, FL, Article Fourteen, Section 8(d)	9,569.57
Local No. 22, Washington, DC, Article Fourteen, Section 8(d)	9,971.25	Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d)	58,092.75
Local No. 28, Portland, OR, Article Fourteen, Section 8(d)	47,415.77	Local No. 514, Montreal, QC, Article Fourteen, Section 8(d)	19,342.52
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d)	1,161.25	Local No. 600, Hollywood, CA, Article Fourteen, Section 8(d)	1,092.51
Local No. 63, Winnipeg, MB, Article Fourteen, Section 8(d)	2,819.42	Local No. 675, Eugene, OR, Article Fourteen, Section 8(d)	21.00
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d)	30,618.48	Local No. 699, Johnson City, TN, Article Fourteen, Section 8(d)	5,852.67
Local No. 84, Hartford, CT, Article Fourteen, Section 8(d)	5,088.00	Local No. 745, Minneapolis, MN, Article Fourteen, Section 8(d)	9,564.54
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d)	37,459.35	Local No. 750, Chicago, IL, Article Fourteen, Section 8(d)	17,558.95
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d)	775.00	Local No. 863, Montreal, QC, Article Fourteen, Section 8(d)	1,792.18
Local No. 140, Chattanooga, TN, Article Fourteen, Section 8(d)	470.00	Local No. 868, Washington, DC, Article Fourteen, Section 8(d)	44,109.00
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d)	6,766.67	Local No. 887, Seattle, WA, Article Fourteen, Section 8(d)	679.50
Local No. 306, New York, NY, Article Fourteen, Section 8(d)	32,175.00	Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d)	15,461.44
Local No. 311, Middletown, NY, Article Fourteen, Section 8(d)	2,062.50	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d)	36,103.71
Local No. 363, Lake Tahoe, NV, Article Fourteen, Section 8(d)	526.67	Local No. B173, Toronto, ON, Article Fourteen, Section 8(d)	5,720.08



Local No. B192, Hollywood, CA Article Fourteen, Section 8(d)	14,457.36
Local No. B778, Vancouver, BC, Article Fourteen, Section 8(d)	18,404.71
Local No. B868, Washington, DC, Article Fourteen, Section 8(d)	3,468.94
<b>SUBTOTAL : \$550,254.13</b>	

#### INTERNATIONAL

IATSE – Animation Industry in QC/Canada Film Collective Bargaining/Cinesite Organizing Montreal/Colossal Media/ DNEG Organization in the Province of Quebec/Double Negative Toronto Prod./Eugene the Marine/GSW Arena/ Holland/Jack Ford/La Celda/Machinists & Aerospace Workers/ Mass Mutual Center/Neuro Tour/Off-Broadway/Protection of Personal Information/Researchers in QC/Southern Gateway Prod. Services/Subcontracting of Technical Service/Sugarhill Nutcracker Unpaid Wages/That's Amore/William F. White Application/Yowza Animation– Legal	\$288,572.55
Area Standards	54,500.00
Basic Agreement	167,007.99
IATSE – Miscellaneous – Legal	31,143.48
<b>SUBTOTAL : \$541,224.02</b>	

<b>LOBBYING AND CONSULTING</b>	
Jacobson & Zilber Strategies, LLC	\$10,000.00
Kathy Garmezy	24,000.00
State & Broadway, Inc.	36,000.00
Thorsen & French Advocacy, Inc.	75,000.00
<b>SUBTOTAL : \$145,000.00</b>	

#### EDUCATION

LEAP Reimbursements to Locals/Officers	\$10,848.12
Misc. Training/Instructors	322,231.58
Young Workers Conference	58,725.98
<b>SUBTOTAL : \$391,805.68</b>	
<b>GRANDTOTAL \$1,628,283.83</b>	

Respectfully submitted by:

Matthew D. Loeb

Colleen A. Glynn

John M. Lewis

Paul F. Dean, Jr.

Marielle “Apple” Thorne



# The Education Department's Spring Safety Checklist

**A**s warmer weather moves in, and live events ramp up, it can be hard to stick to your training goals. This checklist includes five simple things you and your Local can do to expand your safety and health awareness this spring. Make it a goal to check at least three boxes before summer starts!

### TAKE A MOMENT TO REFLECT

April 28th is International Workers' Memorial Day (Workers' Memorial Day in the U.S.A./ National Day of Mourning in Canada). As is our custom, on Monday April 28, 2025 at 10:00 am PDT/1:00 pm EDT, International President, Matthew D. Loeb will unite our union in an online moment of silence to remember those who have been killed or injured on the job, and their families. Information will be sent to Locals through the Communications Department as the day approaches. Workers who cannot attend the scheduled observance can pause to reflect on their own, or with a group of workers on their job.



### WATCH A WEBINAR

May 5-10, 2025, is Safety and Health Week in North America. Preventing workplace injuries and illnesses is at the heart of this annual observance, and the Education Department plans to host webinars to increase safety consciousness during the week. All IATSE workers are welcome to tune-in live with us, but those who cannot attend a live webinar can always watch our webinars on-demand through the IA Education for All webinar channel: <https://www.gotostage.com/channel/iaeducationforall>. The channel has over thirty recorded webinars dedicated to safety and health topics like ergonomics, hearing loss prevention, safety awareness while working at heights, stress reduction strategies, and more!

### PREPARE FOR THE HEAT

May 23, 2025, is "Don't Fry Day" – the unofficial start to OSHA's Heat Illness Prevention Campaign. IATSE workers can prepare for the summer heat by learning ways to prevent heat illness at work, how to recognize symptoms of heat illness, and how to respond if a heat illness occurs. All workers should have unexpired, broad-spectrum sunscreen (SPF 15 or greater), a protective hat, and a refillable water bottle to use during the summer months. Visit OSHA's heat illness prevention webpage to learn more: <https://www.osha.gov/heat>.

## Heat Illness Prevention

An infographic titled "Hydrate for Your Safety" with a sun icon. It lists four key points: 1. Drinking enough fluids is one of the most important things you can do to prevent heat illness. 2. Hydrate before, during, and after work. 3. Drink 1 cup of cool water every 20 minutes – even if you aren't thirsty! Water is generally sufficient for short jobs. For longer jobs, drink an electrolyte-containing beverage. 4. Avoid energy drinks and alcohol. It also notes that work performance may suffer when you are dehydrated, even if you don't notice. The infographic includes the OSHA logo and the URL osha.gov/heat. The background shows two construction workers in hard hats and safety vests, one drinking from a water bottle.



## ATTEND A TRAINING

May is Mental Health Awareness Month and June is National Safety Month. Use this time to attend a training! The Training Trust Fund has something for everyone, including the TTF Safety First! online curriculum which promotes safe working conditions through 20 training modules: <https://www.iatsetrainingtrust.org/safetyfirst>. The TTF Certification Reimbursement program reimburses eligible workers for the successful completion of approved industry certifications like Mental Health First Aid, First Aid/CPR/



AED, ETCP, and more: <https://www.iatsetrainingtrust.org/certification-reimbursement>.

## PLAN AHEAD

OSHA's annual Safe + Sound Week is scheduled for August



11-17, 2025, and the Education Department is starting to brainstorm webinar ideas for the event. Stay informed about upcoming webinars, training, and safety observances through the Communications Department. Visit the IATSE website to sign-up for the IATSE Weekly Newsletter: <https://iatse.net/>. You can also visit the IATSE Education webpage for more information about training resources: <https://iatse.net/education/>.

## CHOOSE FROM OVER 30 HEALTH AND SAFETY WEBINARS ON THE IATSE WEBINAR CHANNEL!

Safety Awareness While  
Working at Heights  
Cold Exposure in the Workplace  
Understanding Situational Awareness

Ergonomics and Repetitive Stress Injuries  
Hearing Loss Prevention  
Sun Exposure and Heat Related Illness  
and more!



Scan the QR code or visit: [iatse.co/educationforall](https://iatse.co/educationforall)

### APPLICATION FOR OFFICER INSTITUTE 1.0 2025 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name \_\_\_\_\_

Applying To: **Cambridge, MA** **St. Louis, MO**

#### 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 CAMBRIDGE, MA (MAY 12 – 16, 2025), OR ST. LOUIS, MO (OCT. 6 – 10, 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).**



## EDUCATION AND TRAINING



**ATLANTA OFFICER INSTITUTE 1.0 GRADUATION  
FEBRUARY 24TH-28TH, 2025.**

Kevin Allen, Local 824  
Rebecca Austin, Local 799  
Owen Brafford , Local 490  
Joey Brenner, Local 600  
Kelly Caffey, Local 887  
Ian Campos, Local 76  
Katherine Carney, Local 784  
Ruth Carsch , Local 798  
Steven Cheek, Local 729  
Aaron Clark, Local 793  
Teresa Cooper, Local 306  
Bruce Crawford , Local 220  
Gigi DeLuca, Local 805  
Gregory Eddins, Local 333  
Brittney Fields, Local 764  
Maxime Gamache , Local 56  
Jason Goodall, Local AQTIS 514  
Jason Hand, Local ADC659  
Tyler Hewitt, Local 634  
David Hornyak, Local 14

Christon Jones , Local 873  
Roger Lantz, Local 300  
Elizabeth Madonia , Local 50  
Chris Manor, Local 99  
Kevin May, Local 492  
Lorri McCleary, Local 487  
Lyndell McDonald, Local 78  
Devon Medeiros, Local 114  
Holly Meyer-Dymny, Local ADC659  
Christopher Mills, Local 479  
Aaron Mitchell, Local 629  
Brian Nunnally, Local 927  
Jesse Nylund, Local 938  
Cran Ohlandt Jr. , Local 491  
Kay Parker, Local B-192  
D'Andrea Payne, Local 803  
Cassandra Phillips, Local USA829  
Selene Preston, Local 600  
Patricia Redding, Local 479  
Steven Saada, Local 487

Lori Sanders, Local 900  
Joseph Sibley, Local 764  
Liam Small, Local 709  
Mark Snyder-Schulte, Local 883  
Kathryn Sturch, Local 122  
Connor Sullivan, Local 478  
Alisha Talbot, Local 856  
Kerry Taylor, Local 747  
Marcus Taylor, Local 900  
Aaron Thompson, Local 99  
Mavel Traylor, Local 803  
Frances Tull, Local B-192  
Lori Van Thiel, Local 709  
John Vrakking, Local 873  
Alexander Walker, Local 745  
Joshua Warren, Local 479  
Kara LeAnn Weeks, Local 479  
Elizabeth Wheat, Local 484  
Shannon Williams, Local 119  
Paula Yablonski, Local 300



# 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 2XL	
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"/> CAMBRIDGE, MA   MAY 12 - 16, 2025 FOR U.S. AND CANADIAN LOCALS		<input type="checkbox"/> ST. LOUIS, MO   OCTOBER 6 - 10, 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](mailto:officerinstitute@iatse.net)**

**Facebook: @iatse Twitter: @iatse**



# I. A.T.S.E. Local Union Trustee Training

## April 23 - 24, 2025 | Austin, TX

You **MUST CURRENTLY HOLD OFFICE AS A TRUSTEE** in your Local Union to attend this training. One application may be submitted for up to three trustees per Local. You may also submit a separate application for each trustee if that is more practical. Prior attendance at IATSE Officer Institute is **NOT** required for this class. Preference will be given to Local Unions who can send more than one Trustee to this training. Space for this class is limited. Locals are encouraged to apply early. Participants are required to attend all classes to graduate and to receive their certificate.

AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:		
LOCAL NUMBER	LOCAL UNION OFFICE PHONE	LOCAL UNION CITY, STATE
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the applicants listed below in the I.A.T.S.E. Local Union Trustee Training.		
SIGNED		DATE
TITLE		
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 2:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 3:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
AUTHORIZATION FROM APPLICANTS:		
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.		
APPLICANT NUMBER 1 SIGNED		DATE
APPLICANT NUMBER 2 SIGNED		DATE
APPLICANT NUMBER 3 SIGNED		DATE
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](mailto:officerinstitute@iatse.net)**  
**Facebook: @iatse | Twitter: @iatse**



# IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

## INTRODUCING THE IATSE TTF COURSES & RESOURCES APP!

### Access Training Libraries

Explore the TTF Safety First! and Train the Trainer online courses and more at your fingertips.

### Streamlined Learning

Log in to your account and pick up where you left off — perfect for busy professionals in the entertainment industry.

### Mobile-Friendly Experience

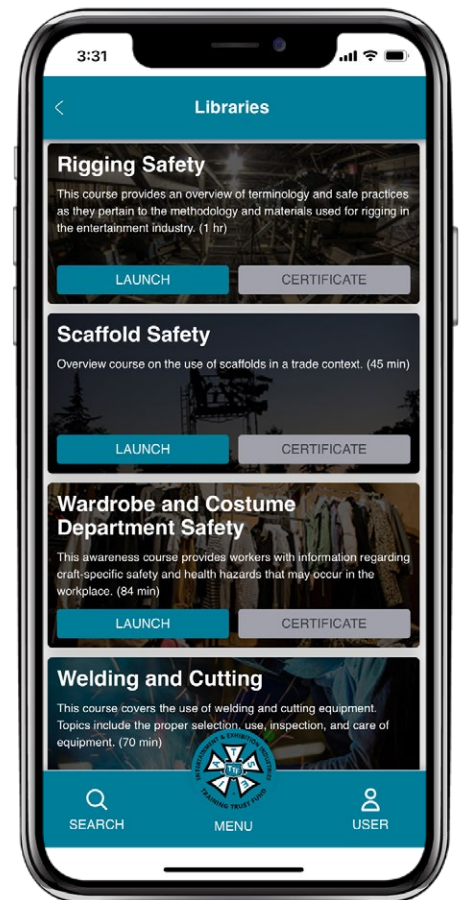
Designed to fit your on-the-go lifestyle, making it easy to learn from your phone or tablet.

### New Courses Launching in 2025

Customer Service for the Live Events Industry, Professional Etiquette, and six Train the Trainer courses!

For more information:

[www.iatsetrainingtrust.org/courses-resources](http://www.iatsetrainingtrust.org/courses-resources)



**SCAN TO DOWNLOAD THE APP**





# IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

## ANNOUNCING THE LAUNCH OF THE **EMPLOYER CONTRIBUTIONS PORTAL**

**A new tool for IATSE locals to review employer contributions reports, ensuring greater transparency and convenience.**

- ▶ Monitor employer contributions to the IATSE Training Trust Fund.
- ▶ Ensure contributions are accurate and up-to-date.
- ▶ Streamline the review process with user-friendly tools.

### HOW TO REQUEST AN ACCOUNT

1. Visit the IATSE Training Trust Fund website: [locals.iatsetrainingtrust.org](https://locals.iatsetrainingtrust.org)
2. Click the **REGISTER** button.
3. Fill out the Locals Portal Registration form.
4. Click the **SUBMIT REQUEST** button.
5. Once approved, we'll email you an authentication key to complete the registration process.

Email us at [portal@iatsetrainingtrust.org](mailto:portal@iatsetrainingtrust.org) for more information.

### CONTRIBUTIONS LANGUAGE

The IATSE Training Trust is designed to be funded through collectively bargained employer contributions. If you would like the new 2025 model language for agreements, please contact us at [info@iatsetrainingtrust.org](mailto:info@iatsetrainingtrust.org).



## GETTING BACK TO OUR ROOTS

As we head into these unprecedented times, Locals may need to conserve their resources and prioritize strategic and grassroots action. It's time for us to get back to our roots of organizing and membership development.

**Always Be Listening:** Talk to the business organizations and freelance workers in your region. Convention centers, hotels, fairgrounds. What can Locals do to support fundamental tradeshow work on a regional level? Listen and take note of their needs. This building of relationships only increases community within the industry and trust in the Local.

**Find the Leaders:** We do it all in Tradeshow, from loading the trucks, interpreting ground plots and rigging truss points to tuning PAs and programming LED walls. It takes an army of skilled technicians to load in these environments and each unit needs a

leader. Locals need to continue to focus on building leadership skills training to build up Heads of department, Stewards and Organizers.

### Confront the Local's Culture:

Are Local's creating a culture that is welcoming to unrepresented workers? Are there any financial or merit requirements that may reduce access to participation in the Local? A freelancer in the field is just a member who just hasn't joined yet. Those who have only worked in union workplaces can sometimes underestimate how much courage it takes for freelance professionals to organize their workplace or apply to join a Local. Some Locals have formed "New Membership" committees or implemented a "Big Sibling" program allowing new members to have a veteran member mentor them on how to participate.

**Be comfortable with the Uncomfortable:** As Locals examine

their culture and reach out to build community with Freelancers in their area, some Locals may need to address issues based on past reputations. It may be uncomfortable to hear, but acknowledging past mistakes and addressing those concerns is how we move forward together.

### Honor your Local's History:

Our industry has always supported storytellers; your Local's history is one of the most important stories to tell. From how the Local was founded, to the ways the Local has changed their members' lives. Honor your history by highlighting a past organizing drive or the progress of a long-term agreement. Some Locals have started their own "Legacy Committee" to focus on preserving the Local's artifacts and testimonies of members they have lost. Honoring the efforts and sacrifices of our members that allow the Local to exist today.





# Celebrating Women in Sports Broadcasting

*National Girls and Women in Sports Day - February 5, 2025*

February 5th marked National Girls and Women in Sports Day (NGWSD), a special occasion dedicated to honoring the remarkable contributions of women in sports. To celebrate, the IATSE Sports Broadcast Community joined forces with our sister union, SAG-AFTRA, to pay tribute to the groundbreaking women shaping the sports broadcasting landscape. This coordinated social media celebration recognized the collective achievements of women working behind the scenes and in front of the camera. NGWSD, sponsored by the Women's Sports Foundation (WSF)—founded in 1974 by tennis legend Billie Jean King—highlights the significant impact of women in sports and promotes gender equality in the industry.

In the field of live sports broadcasting, women often constitute a minority in technical production and audiovisual roles. These professionals face unique challenges but also exciting opportunities as they bring our favorite sporting events to screens around the world. Driven by a passion for storytelling and sports, they transform obstacles into opportunities, proving they are invaluable to the industry.

Joannie McDuffey, an Audio Assistant from Local 100 with over 30 years of experience, recalls her youth competing at the Central Queens YMCA, then continuing her journey through high school and collegiate levels at Herbert H. Lehman College. She expresses, "If the WNBA had been an option back then, I'm sure I would have been involved as a player or a broadcaster!" Her experiences

have enhanced her understanding of collaboration and competition, seamlessly translating into her work in broadcasting.

Despite navigating a challenging landscape, these women find profound fulfillment in their roles. Emile Pisante, a seasoned Camera Operator from Local 600, captures the magic of live sports, stating, "There is nothing like the energy of a stadium. It's a feeling



Joannie McDuffey



Emilie Pesante



Melanie Merritt



that unites millions in a way only sports can, and I'm proud to play my part in that connection."

Melanie Merritt, a live sports stage manager for the San Diego Padres from Local 795, continues to thrive in the fast-paced, high-pressure world of live sports. Her lifelong passion for sports inspires her daily: "As a devoted Boston Red Sox fan, sports have always been a source of joy and inspiration for me, both as a participant and a spectator."

Jeanine Thomason from Local 444 connects the dots between the sports she covers and the broader business of broadcasting: "Every show or event, we are a team working toward the singular goal of getting it on the air."

Nevertheless, the journey in sports broadcasting is not without its hurdles. Kristen Smith from Local 317, a pioneering EVS operator with over 25 years in the industry, discovered discrepancies in pay between her and her male coworkers and motivated herself to become a union organizer. "The Union is a great equalizer," she affirms.

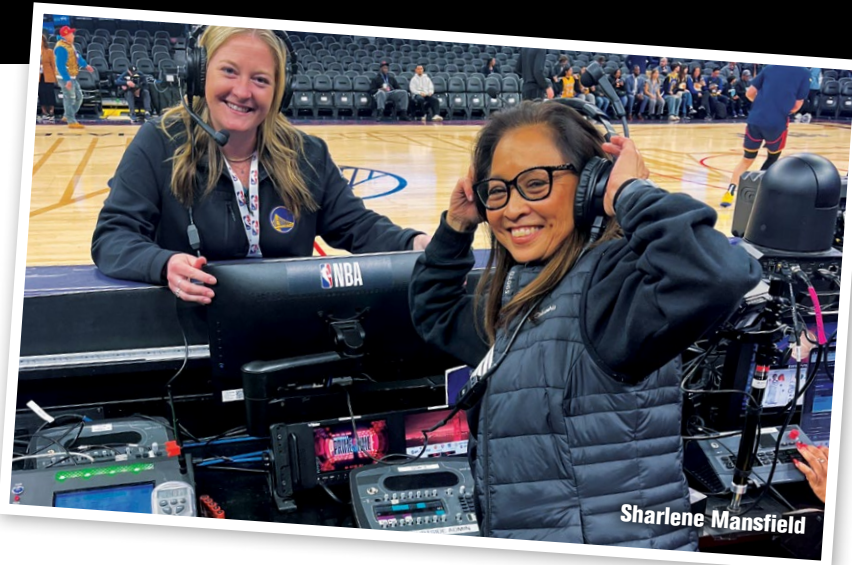
Mentorship plays a vital role for many women in the field. Melanie Merritt credits mentors like Annie

Heilbrunn for empowering her voice and fostering a supportive network. Veteran camera operator Sharlene Mansfield from Local 119 says the presence of women in sports media provides role models for young women but also challenges outdated stereotypes. Mika Brown from Local 317 articulates her love for storytelling and sports, emphasizing that these passions have driven her career while teaching her valuable lessons in discipline and adaptability.

The stories of these pioneering women advocate not only for their own rights but for future generations. With nearly 40 years of experience, Jeanine Thomason believes her longevity in the industry demonstrates that women can not only compete but thrive. "I encourage younger women to pursue

all positions in the industry and to teach those willing to learn," she recommends. Kristen Smith shares her experience being the youngest in the replay room, surrounded by skepticism from seasoned colleagues. Through hard work and determination, she has earned their respect, aiming to pay it forward by mentoring others.

National Girls and Women in Sports Day serves as a reminder to reflect on the inspiring journeys of women in sports broadcasting. Their stories celebrate resilience, teamwork, and the diverse passions that drive them forward. By honoring individual achievements and collective progress, we remind ourselves that the love for sports transcends traditional boundaries, propelling us toward an inspired and equitable future for all.



Sharlene Mansfield



Jeanine Thomason



Kristen Smith



Mika Brown



# Expansion of Traveling Contracts

**T**he Stagecraft Department in cooperation with the Tradeshow Department has recently expanded the ability to issue traveling contracts across the industry. Traditionally Pink Contracts have primarily been utilized by Broadway type productions either in New York or on the road. Many years ago, the contracts also branched out to family shows, symphonies, ballet, TV/Award shows and industrial type events. Currently, there are nine different versions of a Pink Contract.

With this expansion, the Department now has the capability to issue contracts for concert productions. While not a traditional Pink Contract, the new Touring Concert Contract is a distinct collective bargaining agreement that introduces the ability to provide portable benefits for individuals traveling with a concert type production. The return of work in a post-pandemic culture highlighted the need for health care and retirement within this untapped industry. For decades these workers have worked in a gig economy with little to no security and no access to affordable insurance or retirement. Much like any other worker, the lack of health care impacts career sustainability, mental health

and financial security not only for the worker but the families they often leave at home. The Touring Contract allows for flexibility within the crews as they move from production to production much like a local worker does with multiple employers. The benefits will be provided by the National Benefits Funds and managed similar to local union plans. For more information on how this new contract could benefit you or your production please reach out to [stagecraft@iatse.net](mailto:stagecraft@iatse.net)

The second expansion is in the Industrial Pink Contract and applies to tradeshow and conventions. New position codes have been added in Projection and Audio/Visual such as, Audio Visual Tech, LED Technician, IT

Technician, RF Coordinator, Speaker Ready and more. These additions allow the Tradeshow Department to create growth opportunities for IATSE members while adapting to the technology. International Vice President and Director of Tradeshow, Carlos Cota has said, "We're proud to announce these updates to the pink contract codes, ensuring they keep pace with the rapidly evolving technologies in the convention and trade show industries. These updates better represent the highly skilled positions our members are filling on the road." For more information on these additions and how they could be implemented within local unions please contact the Tradeshow Department.

## LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
7	CASA BONITA	STAGEHAND
114	STATE THEATRE, PORTLAND ME	STAGEHAND
154	OREGON SHAKESPEARE FESTIVAL	FRONT-OF-HOUSE AND SERVICE WORKERS
B29	COMPASS GROUP USA, INC. DBA WOLFGANG PUCK CATERING, FILLMORE PHILADELPHIA	FOOD AND BEVERAGE WORKERS



# DIVERSITY, EQUITY AND INCLUSION

## STRONGER TOGETHER: IATSE'S CONTINUED DEDICATION TO DIVERSITY AND WORKER PROTECTIONS

The Diversity, Equity, and Inclusion Committee convened at the 2025 Mid-Winter General Executive Board meeting in New Orleans, Louisiana. The host Locals opened the GEB with a land acknowledgment honoring the Chitimacha, and the Indigenous tribes of New Orleans and the surrounding areas<sup>1</sup>, and shared the colorful history of the city.

New Orleans is a true melting pot, built on a rich foundation of cultures and traditions shaped by the descendants of French colonists, enslaved and free Africans, Spanish administrators, Indigenous peoples, German settlers, and later, Haitian refugees. It is the birthplace of jazz, the home of Creole and Cajun cuisine, the iconic beignet, a talented community of IATSE members, and Super Bowl LIX!

The DEI Committee has long championed the principle that “representation matters,” and perhaps no city better embodies this ethos than New Orleans. This commitment is crucial now more than ever as DEI initiatives across the country face unprecedented attacks. DEI initiatives are to ensure that all people have a chance to qualify on their merit, and not just a chosen few. However, despite this, a false narrative has been amplified to suggest that DEI initiatives undermine merit-based standards. The Trump administration has weaponized this misinformation to target DEI programs, and use it as a guise to dismantle worker protections and human and civil rights.

The committee is deeply disheartened and disappointed by the actions taken under the Trump administration that have

undermined the well-being of Diversity, Equity and Inclusion initiatives. Despite this setback, the committee remains optimistic that this adversity will only spark renewed creativity, innovation and determination among those championing DEI work. With that optimism, the committee reported on the significant ongoing DEI achievements and milestones that continue to shape and strengthen IATSE throughout its jurisdictions.

The Education and Training Department has partnered with the Training Trust Fund to develop The IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Path (2025). This program explores current perspectives and best practices on key topics such as: bias in all its forms, cultural competence, effective communication, allyship, and accountability. We strongly encourage all members to participate.

We also invite members to take part in the 2025 Edition of the IATSE 21-Day Racial Justice Challenge. This challenge is designed to deepen members' understanding of diversity, equity, and inclusion. A link to the challenge can be found at the bottom of the IATSE Education Department's webpage. ([iatse.net/education/](https://iatse.net/education/))

The DEI committee invites all Locals to send updates about their DEI or Social Justice Committees, outreach initiatives, and member spotlight submissions to [deicommitee@iatse.net](mailto:deicommitee@iatse.net). We'd love to highlight the work of our Locals.

<sup>1</sup> The original stewards of the land that New Orleans sits on are the Chitimacha, with the Atakapa, Caddo, Choctaw, Houma, Natchez, and Tunica inhabiting other areas throughout what is now Louisiana.

**“At a time when federal and state governments are removing DEI from agencies and programs, the International is doubling down on inclusive practices and policies. Now is the time to protect and surround communities who historically and presently suffer harassment and discrimination. The IATSE will stand with all members and an attack on any member is an attack on all members.”**

*International President  
Matthew D. Loeb*





## PRIDE COMMITTEE

### “LET’S MAKE PRIDE ALL YEAR LONG!”

With that statement, the NYC Locals vowed to continue their Pride outreach long after the Pride floats had been disassembled, and the glitter had been swept up.

For the past few years, the Locals had worked together to organize a contingent in the New York Pride March. It all began with WorldPride in 2019, the first official contingent of IATSE Locals in the New York City Pride March. Since then (with the exception of the COVID-19 shutdown) the Locals have continued to work together to ensure that our IATSE kin were well represented every year as they marched through the streets of Manhattan. Joined by the Dolly the Trolley, they proudly display their IATSE Pride shirts and make sure to set off our now traditional confetti-cannon salute in front of the iconic Stonewall Inn.

Following last year’s march, the Locals decided they wanted to keep things going year-round! Led by Local 798’s “Jack” Curtin, they began hosting monthly Pride get-togethers, which include both social and educational events. They hosted a Why Unions

Still Matter session, which was open to all. While it’s important to know why being in a union is necessary for all workers, it’s also important to know that it continues to be one of the most effective ways for LGBTQ+ workers to fight discrimination, poverty, and income inequality.

They’ve also hosted screenings featuring LGBTQ+ themed films that our members have worked on and that were filmed in the area, which were extremely well attended. The group has even found a home base for other social evenings at the 9th Avenue Saloon in Hell’s Kitchen - which is owned by one of our own members, who generously donates the space. The previous social was a holiday-themed event on December 9th to which LGBTQ+ members, their guests, and allies were all invited. That event included a special performance by Miss Davida Jones, whose day job is as a Local 764 dresser on Broadway, and she delighted the crowd with some holiday carols.

For anyone in the New York area, keep your eyes peeled for further announcements of upcoming events.

And for anyone who isn’t, this is a great time to look at forming your own regional group. If you are a smaller Local that doesn’t have enough people to form a committee, reach out to the other Locals in your area to see if there’s anything you can work on together, consider reaching out to the other entertainment unions in the region.

The Pride Committee has been compiling a list of Locals with Pride Committees which you can find here: <https://pride.iatse.net/local-committees/>. We want to have an easy reference for IATSE members to find their closest Pride contact. Take a look and if your Local isn’t listed but you have a committee, reach out to us as we’d love to add you to the list!

While each Local may have their own goals, it never hurts to also connect with others from our community to show that we’re not alone. Let’s all work together to make it Pride all year long! #IATSEpride



From left to right: Muneeb Hassan (700), Mark Thornton (USA 829)  
Ryan Platt (Local One), David Gersten (ATPAM), Matthew Markoff (ATPAM)





## IATSE 891 + Sustainability



IATSE LOCAL 891

### Education

#### Clean Energy Battery Workshops

Hands-on training opportunity geared toward Lighting Department members to gain a deeper understanding of how battery power can be used to eliminate one or more diesel generators.

- 5 workshops held since 2022
- Over 200 attendees to date
- Equipment from MBSE and Sunbelt Rentals

#### Re-board Pilot Project

Partnered with local distributor Nordwerk to provide hands-on access and industry-specific testing of Re-board, a sustainably sourced cardboard alternative building material.

- Paint test conducted by IATSE 891 members
- Joint SPF activation in 2024
- Sample boxes and technical specs distributed to Construction Coordinators
- Training in development

#### Industry-wide Training

- [Sustainable Production Training](#)
- [Carbon Calculator Training](#)

### Infrastructure

- Encourage use of available grid power tie-ins and battery power through education and resources like the [Grid Power Access Map](#).
- Leverage relationships with local vendors to encourage the use of clean power at events we are involved with such as the NWDLC and VDLC's Labour Day events and Creative Industries Week.
- Founded by member Kelsey Evans in 2010, [Keep It Green Recycling Ltd.](#) offers recycling and waste management to the motion picture industry. Their Materials Reuse Warehouse is circular economy at work, giving productions a space to drop off materials and props that are made available for free to other productions, schools, community groups, etc.
- Build relationships with vendors offering sustainable equipment and products, such as Nordwerk, Urbanjacks, MBSE, and Sunbelt Rentals.

### Sponsorship



Industry initiative championing a more sustainable motion picture industry through education, practical tools and resources, and ongoing engagement with industry leaders. IATSE 891 is a member of the Advisory Committee and co-chairs the Clean Energy Committee.



Annual conference focused on accelerating sustainability in the motion picture industry by bringing together people and stories. IATSE 891 is a sponsor, and members have participated in panels.



Annual fundraising event in support of Metro Vancouver Regional Parks. Production crews compete to raise funds through daily challenges, with over \$373,000 raised since 2021. IATSE 891 is a sponsor.



# IATSE WOMEN'S CONNECTION

## WOMEN'S LINKEDIN LEARNING PATHWAY

The International Women's Committee (IWC) in conjunction with the Training Trust Fund is pleased to announce a LinkedIn Learning path for IATSE Women. This suite of classes will focus on, Women Supporting Women, Women in Leadership, Navigating the Workplace and a section called Nano Tips containing several one-minute videos by DEI expert Desiree Coleman-Fry. This learning pathway was designed to address the unique challenges of Women's leadership and workplace integration. These sixteen courses will help learners develop skills in Women's Empowerment, Women's leadership Development, Gender inclusivity and Allyship. Although these courses were created especially for Women, everyone is welcome and encouraged to explore this pathway.

The Linked in Learning path can be found at [www.iatsetrainingtrust.org/lil](http://www.iatsetrainingtrust.org/lil)

## INTERNATIONAL WOMEN'S DAY ON MARCH 8, 2025

The Women's committee supported IWD by encouraging everyone to post photos of IATSE members showing the strength of women on social media with the hashtags #AccelerateAction; #IATSEwomenup.

## HAVE COFFEE?

The IWC launched an Alliance wide Coffee Klatch Meeting on Sunday, February 23rd at 1:00 pm EST via zoom. These quarterly meetings will offer Committee members and interested women who are unable to travel to the GEB meetings an opportunity to network and discuss issues and share resources. The registration link will be available from the Regional Team Leads in mid-February or by reaching out to [iatsewomen@iatse.net](mailto:iatsewomen@iatse.net).

## WINTER GENERAL EXECUTIVE BOARD 2025 CHARITY

As is tradition, the Women's Committee identified a local charity to support during the Winter GEB. At this GEB the charity that was selected was Krewe de Pink. So far over \$3,500 has been raised to support this vital organization in the New Orleans area. Krewe de Pink is an all-volunteer organization that raises money for breast cancer research and donates it to Tulane Cancer Center. Formed in 2011, they partner with the researchers at Tulane to help them find innovative research ideas. Two IATSE members, Dawn Arevalo and Adriane Bennett serve on the organizations Board of Directors. Additional donations can be made at <https://www.krewedepink.org/donate>.



KREWEdePINK





## LIGHT COLLECTIVE HONORS LOCAL 16'S MARIA MENDOZA

Earlier last year, Maria Mendoza, a proud member of Local 16, was approached by the organization Light Collective to share her career experiences for a publication celebrating women in the lighting industry. Maria was chosen to be featured in Collected Light Volume Three: Women in Entertainment Lighting, a book highlighting inspiring professionals across various lighting fields, including theatrical, architectural, event, interactive fashion, film, and television lighting. The publication includes profiles of designers and craftspersons at the highest levels of their fields.

The project also included an inspirational digital platform aimed at celebrating the achievements of women in lighting, sharing their career paths, and elevating their profiles to inspire and support future generations.

On November 20, 2024, Maria attended two prestigious events in Paris sponsored by Ayrton Lighting: a gathering at

their showroom and a formal reception at the Jacquemart-André Museum, where the book was officially launched. Maria was one of only a few representatives from the United States and one of the few technical production specialists honored, making her participation an exceptional recognition of her work and dedication.

Maria is deeply proud to represent Local 16 and the vital contributions of its members to the industry.

A copy of the book is available for members to view at the Local 16 office. For those who wish to purchase their own copy, it is available on Amazon or through Light Collective's website at [lightcollective.net](http://lightcollective.net).

Collected Light Volume Three:  
Women in Entertainment Lighting  
Hardcover – November 24, 2024



*The 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!*

### PHOTOS NEEDED!

Do you have amazing photos of women at work? A woman who broke barriers in the Local? The Women's Committee is looking for photos of our sisters and kin to use in a slide show at the Quadrennial Convention in July. Please submit your photos along with names, Local number and a contact person to [iatsewomen@iatse.net](mailto:iatsewomen@iatse.net).



## LOCAL UNION NEWS

### IATSE NAMES LARRY ZANOFF AND BROOK YEATON AS INDUSTRY FIREARMS EXPERTS

Two industry veterans have been appointed by IATSE to serve as official Industry Firearms Experts. Larry Zanoff, a longtime member of Local 44, will serve as the Firearms Expert representing the Basic Agreement, while Brook Yeaton, Prop Master, Armorer, and President of Local 478, will serve in the same capacity but instead be representing the Area Standards Agreement.

In these newly created advisory roles, Zanoff and Yeaton will work closely with IATSE's Negotiating Committees on contract negotiations and relevant proposals, assist in addressing and mitigating firearm safety issues, and represent IATSE in key industry forums, legislative hearings, and regulatory matters that require expert opinions or testimony relating to firearm use and safety protocols within the entertainment industry.

"I am honored to be selected by my peers for this position, and look forward to bringing my knowledge and experience to

this new role assisting my fellow members and industry colleagues in maintaining the highest level of safety on set," Zanoff said. Yeaton added: "Weapon safety is everyone's responsibility."

While IATSE hasn't appointed Industry Firearm Experts formally in the past, expert input is always gathered and incorporated into IATSE contracts via the members on the union's Negotiating Committees, who are generally appointed by their local unions.

President Loeb said, "Safety has always been a pillar of the union's mission. While our contracts, enforcement, partnerships, and advocacy are designed to address dozens of types of hazards, firearms on set present unique risks that require specialized knowledge and experience to mitigate. Larry Zanoff and Brook Yeaton bring unparalleled expertise and a shared commitment to protecting safety in our industry. Their involvement will ensure safety remains at the forefront of everything we do."



### LOCALS 21 AND 59 CLASS OF 2024 APPRENTICES

Pictured is the Class of 2024 Youth Transition to Work Stage Technician Apprenticeship Program and Local 59 President, Greg Hancox. This state funded program has been shared by Locals 21 and 59 for the past sixteen years. The program is the only IATSE apprenticeship program recognized by the United States Department of Labor.





## IATSE WEST COAST STUDIO LOCALS MOBILIZE TO SUPPORT MEMBERS AFFECTED BY PALISADES FIRE

A day after the Palisades fire started on Jan. 7th, the IATSE West Coast Studio Locals jumped into action to help the Los Angeles-area members being impacted by the disaster.

One of the leaders working to help was Local 892 Executive Director Brigitta Romanov who immediately started coordinating clothing donations with many IA member's help that began pouring in from NBC/Universal, Western Costume, Fox, Paramount, Warner Bros. and even local IA members who wanted to help. The Teamsters were also part of the effort, providing drivers to do pickups and drop-offs as needed.

The end result was over 200 racks of new or gently used clothing to fit everyone from babies to adults. Since Jan. 8th, Local 892 has hosted hundreds of Union members and other displaced individuals who have come through to select a new wardrobe for themselves and their families. "We are the costume department, this is what we do every day on set" said Romanov. "We made a costume department from scratch to help our members and the community who in some cases were left with nothing after losing their homes in these fires."



## LOCAL 74 ORGANIZES SMI AND GSS WORKERS AND SECURES IATSE PENSION BENEFITS

Local 74 organized several members from Show Motion Inc (SMI) and Global Scenic Studios (GSS) as these workers have become vested in IATSE pension.

Pictured is Matthew Caporizzo, Carpenter at SMI, Chris Goodin, Painter at SMI, Local 74 Business Agent James Shea, Local 74 President Gardner Friscia, Bruce Knechtel, Metal Shop Supervisor at GSS, and Ian Hannan, Technical Designer at SMI and missing from the photo above is Mark Krumwiede, Carpenter at SMI.





## Local 820 Celebrates 75th Anniversary

Local 820 was chartered on June 21, 1949. The Television Broadcast Studio Employee (TBSE) Local has been proudly operating as a strong union presence in the Pittsburgh market ever since. They have been carrying the IATSE Flag for 75 years. Pittsburgh is a UNION town!

Local 820's jurisdiction currently includes KDKA-TV, WQED Communications, and International Sound Corporation.

KDKA is owned and operated by CBS, providing news and entertainment programming for Pittsburgh and beyond. At KDKA, union members are represented in the news, operations, graphics, and electronic maintenance departments, with photographers, editors, graphic artists, electronic maintenance, control room and studio technicians.



At WQED Communications, WQED-TV, and WQED-FM, union members are represented in production and maintenance, creating content in studio and on location.

At International Sound Corporation, union members are in the control room and around the track, operating both

robotic and manned cameras, bringing the images of the harness racing at Meadows Racetrack to track attendees. Proud and talented IATSE Union members are providing those "photo finishes".

Local 820 is proud of its 75-year history and looking forward to the next 75 years.

## CONGRATULATIONS! LOCAL 129 PRESENTS SILVER CARDS TO 25-YEAR MEMBERS



Back row: Business Agent Gary Nolan; Secretary-Treasurer Natalie Stonehouse; President Michael Reagan

Foreground (left to right): Gary Constable, 50 years of IATSE membership and 25 years in Local 129; Steve Foster, 25-year member; Greg Kott, 25-year member



## PATRICIA WHITE APPOINTED AS A CLASS C DIRECTOR TO THE NEW YORK FED BOARD OF DIRECTORS - FEDERAL RESERVE BANK OF NEW YORK

On January 13th, The Federal Reserve Bank of New York announced that the Board of Governors of the Federal Reserve System has appointed Patricia White, Director of Education and Training of the International Alliance of Theatrical Stage Employees and President of New York City Theatrical Wardrobe Union Local 764, as a Class C director for a three-year term ending December 31, 2027. Class C directors on the New York Fed's Board of Directors represent the interests of the public.

White is a wardrobe worker who has worked as a dresser on Broadway and in the wardrobe departments of television soap operas. She has been a member of the International Alliance of Theatrical Stage Employees (IATSE) since 1986, and transferred to Local 764 in 1989, serving as a Trustee and officer since 1995. Local 764 represents wardrobe workers in the motion picture and television industry, Broadway shows, operas, ballet, and other productions in the New York City area. The International General Executive Board unanimously elected White as an International

Trustee in 2013. She also serves as a trustee to the National Benefit Funds and the Training Trust Fund.

White is a member of the New York City Central Labor Council Executive Council. She is also a member of the Entertainment Technician Certification Program Council, and the Behind the Scenes Foundation and the Behind the Scenes Emotional Wellness and Suicide Prevention Initiative. She is a founding member of the Coalition of Broadway Unions and Guilds and has worked with Locals of all types to assist them in building stronger local unions and in representing workers in negotiations with employers. She is one of the architects of new career preparation and student outreach programs to help diverse New York City workers begin their careers in the entertainment industry.

Congratulations Pat on this well-earned recognition!



## INTERNATIONAL VICE PRESIDENT JOHN LEWIS REPRESENTS IATSE AT THE UNI AMERICAS REGIONAL CONFERENCE

At the 6th UNI Americas Regional Conference in Argentina, International Vice President John Lewis joined a panel on AI and tech change, highlighting how IATSE secured major gains in its largest U.S. film agreements, building on progress with SAG-AFTRA, Directors Guild of America (DGA) and writers. Lewis emphasized global collaboration to protect workers in collective agreements and legislation and working with UNI Global unions to drive change.



Left to Right: Ivan Hawkes, Int'l Vice President Damian Petti and Tim Toth.

## PROUD LOCAL 212 MEMBERS RECEIVE THEIR 50-YEAR SCROLLS AND PINS

Local 212 Members, Ivan Hawkes and Tim Toth received their 50-year scrolls and golden pins. International Vice President and Local 212 President, Damian Petti, made the presentation at a Local 212 Membership meeting held on December 8th, 2024. Congratulations Brothers on receiving your 50-year scrolls and pins!



## LOCAL UNION NEWS

### AQTIS 514 IATSE RECYCLING CIGARETTE BUTTS ON SETS

AQTIS 514 IATSE is taking a green step forward by recycling cigarette butts on sets. In partnership with the not-for-profit organization Sollicité and its Mégot Zéro (translation: Zero Butts) program, this effort addresses one of the most common sources of litter - cigarette waste, which contains microplastics and harmful toxins that pollute the environment. Local 514 has acquired four Mégot Zéro ashtrays, and they are available on loan to their members. The ashtrays are placed on sets and once full, Mégot Zero takes care of the rest, including inspection and preparation, and then sending the cigarette butts off to recycling centres where they are transformed into street furniture such as ashtrays and containers.

“Since 2021, the AQTIS 514 IATSE Green Sets Committee has been providing these ashtrays at no cost to productions to reduce the negative effects cigarette butts have on the environment. This simple gesture can go a long way to help raise awareness among our members and can have a great impact when used in addition to other eco-responsible initiatives,” said Jason Goodall, Vice-President, Fiction & Advertising.

By adopting and promoting this eco-friendly practice, AQTIS 514 IATSE hopes it will go viral, inspiring productions across the province and beyond to adopt the initiative. The vision is to see cigarette butt recycling become a standard on all television and film sets, fostering a greener future for the industry.



### LOCAL 205 HOLDS SWEARING AND PINNING MEETING

Local 205 proudly swears in 14 new opera workers, with an additional 9 members receiving their IA pins in a subsequent meeting. In total, 23 new members joined through the Austin Opera organizing drive, which played a key role in securing a four-year contract—one year in the making.







## THE IATSE JOINS CALM IN CANADA

In October, the IATSE joined the Canadian Association of Labour Media, more commonly referred to as CALM. The IATSE already holds membership in CALM's American counterpart, the International Labor Communications Association (ILCA) so now our Comms professionals in both countries will have access to the resources available to member organizations. Like the ILCA, CALM works to strengthen the communications capacity of the labour movement and provides a link between large (inter)national unions and federations and smaller Locals across the country.

## LOCAL 720 HOSTS GOLD CARD CEREMONY TO HONOR RETIREES

Shortly after the 2024 Retirement Luncheon, Local 720's Member Services representative and member, Nicholle Pendergraft, asked herself, "How many of our retired members aren't aware that they might be eligible for a Gold Card?" Less than two weeks later she had the answer; just under sixty. Sister Pendergraft spent the next few months reaching out to those retired members. When all was said and done Sister Pendergraft assisted forty-three members with their Gold Card Applications. On December 13, 2024, Local 720 had a reception and Gold Card presentation for the eighteen members who attended. Another twenty-five members received their Gold Cards through the mail or came by the Hall to pick them up.



## LOCAL B-27'S YEAR-END HOLIDAY CELEBRATION

On December 30, 2024, International Vice President and Local B-27 business manager Toni Burns, kicked off an end-of-the-year holiday celebration party for the Local B-27 membership. The vibrant party occurred at Wild Eagle Downtown, a lively venue in the heart of Cleveland, Ohio. Known for its energetic atmosphere and welcoming ambiance,

Wild Eagle Downtown provided the perfect backdrop for a memorable celebration, with eye-catching decor, a diverse menu, and a DJ spinning the latest hits. The evening was filled with laughter, dancing, and an electric atmosphere as the membership mingled, creating lasting memories for the Local B-27 members.





## LOCAL UNION NEWS

### IATSE WEST COAST OFFICE HONORED WITH AIA CITATION AWARD FOR OUTSTANDING DESIGN

On Friday, November 8, 2024, West Coast Office Operations Manager Jennifer Fraley attended the American Institute of Architects (AIA) San Fernando Valley Awards as a guest of John Cambianica and Corbin Blanes Architects (CBA), to celebrate CBA's AIA Citation Award for exemplary achievement in design of the West Coast Office (WCO). The WCO renovation was lauded for its use of natural light, sustainable building materials, and for its prioritizing of an open workspace design that prioritized a collaborative and dynamic workspace not just for staff, but for Local and community engagement.

Pictured, from left to right: Warner Constructors (WC) Onsite Construction Superintendent Manual Pinto, WC Project Manager Ariana Gonzalez, West Coast Office Operations Manager Jennifer Fraley and The CBA Partnership, Architects AIA Principal, John Cambianica.



### IATSE MEETS WITH LOS ANGELES MAYOR KAREN BASS

In early December, the California IATSE Council (CIC) met with Los Angeles Mayor Karen Bass at a reception hosted by the LA Federation of Labor.

Bass spoke about her commitment to the residents of Los Angeles, the passage of Measure A—an affordable housing and jobs initiative—the formation of the Entertainment Industry Council, and the need to pass Governor Newsom's \$750 million Film/TV Tax Incentive.

Earlier this summer, Mayor Bass acknowledged the current state of the industry and formed the Mayor's Entertainment Industry Council. The EIC consists of a cross-section of industry stakeholders, with International Vice President Mike Miller being one of the first to be asked to join.

Mayor Bass is poised to stand with entertainment workers as the CIC fights for an increase to California's Film and Television Tax Incentives.



(Left to Right) International Representative Thom Davis, James Delhauer of Local 695, Mayor Karen Bass and Local 728 Vice President Malakhi Simmons.



(Left to Right) International Representative Thom Davis, LA Federation President Yvonne Wheeler, Mayor Karen Bass, and Senator Maria Elena Durazo.



## WHY DO 'TOOLBOX TALKS' IN LIVE ENTERTAINMENT?

To maintain a safe working environment, Toolbox Talks play a crucial role in promoting safety awareness, ensuring proper communication, and fostering a culture of responsibility. Toolbox Talks are short, focused discussions that are typically held before or during the setup and execution of an event. They provide a platform to discuss key safety concerns, operational procedures, potential hazards, and best practices for ensuring that everyone on the team can perform their job safely and efficiently. Meetings are concise but impactful, typically lasting anywhere from five to fifteen minutes, and are often led by a safety officer, supervisor, or other responsible party. While Toolbox Talks are an established practice in construction, industrial, and manufacturing settings, they are just as essential in live entertainment where the unique environment can present unforeseen risks.

Tool Box talks in Live entertainment are crucial for many reasons. Each event is different, whether it's a concert, theater performance, or a corporate event. These variations create unique hazards. Each carries specific safety risks, and Toolbox Talks provide an opportunity to address these specific hazards in advance. The nature of how shows are crewed means that very often there are workers who are new to the Local, new to the venue, and sometimes new to the industry in general.

A safety-first mindset is essential in an industry where physical demands and high-risk tasks are common. Toolbox Talks help to foster a culture of safety, encouraging workers to

take responsibility for their own safety and the safety of others. When safety becomes ingrained in daily routines, workers are more likely to identify hazards before they become a problem, report unsafe practices, and take proactive measures to prevent incidents. Moreover, by regularly discussing safety during Toolbox Talks, workers are reminded of the potential consequences of neglecting safety protocols, reinforcing the importance of vigilance and mindfulness on the job. They help ensure that everyone knows where the emergency exits are, how to use safety equipment, and what steps to take to minimize risk. In high-stress situations, familiarity with these procedures can save lives. Much like the safety talk before every flight, Toolbox talks serve to refresh information that could be vital in an emergency.

Toolbox Talks also have a psychological benefit. Workers who feel that their safety is a priority are more likely to be engaged, productive, and satisfied, and gain a sense of ownership over their work and their work environment. These talks offer a chance for workers to voice concerns or ask questions, promoting an open dialogue that enhances morale. This empowerment leads to increased confidence, reduced anxiety, and overall better performance. As live entertainment continues to grow and evolve, the role of Toolbox Talks will only become more important in safeguarding the well-being of everyone involved, ensuring that each show goes off without a hitch—safely, smoothly, and professionally.

## LOCAL 66 CELEBRATES 125 YEARS OF SOLIDARITY WITH ANNIVERSARY DINNER

Congratulations to Local 66 on 125 years of solidarity!





## LOCAL UNION NEWS

### ORGANIZING: IT'S BOTH INTERNAL & EXTERNAL!

A new year brings new opportunities for growth through organizing. When we organize, we are actively making a positive impact on the lives of entertainment workers and building a stronger IATSE. The more we organize, both internally and externally, the stronger our voice is as we continue to protect the rights and livelihoods of our members.

In 2024, International Representatives in Canada set the external organizing bar high as they organized over 1,800 workers in animation, stagecraft, vendor-side VFX, and more. This includes one workplace, ICON Creative Studios, with a bargaining unit of seven hundred workers, and DNEG, a national VFX vendor studio, with close to a thousand workers. More and more, workers in all crafts of the IATSE are seeing the benefits of working together to improve their working conditions.

When one workplace organizes, there is a ripple effect because workers in a specific sector are typically connected with one another. Word of mouth can travel far and in sectors that do not have a history of representation by a union, such as the vendor VFX industry, this can be one of the most reliable sources of information. Peer-to-peer interactions and sharing accurate information about the benefits of a unionized workplace can be just the spark we need to organize. It's therefore vital to keep in touch with each worker who has expressed interest in receiving outreach from International Representatives via email lists, and

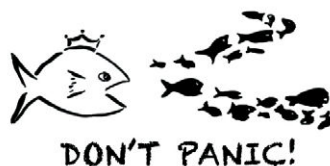
it's extremely important to maintaining an avenue of connection for future external organizing opportunities.

Developing strong internal organizing strategies is just as important to the work that we do when organizing externally.

Internal organizing might be encouraging newly organized workers to get involved by joining their bargaining committees for negotiating a first collective agreement, running for delegate positions, or joining a subcommittee to plan member surveys or events. It is essential that we create engagement points for all our members as increased participation allows workers to see that their voice is prioritized and makes the union's voice stronger. The more workers who interact with the "behind the scenes" aspect of a union, the more understanding there is of the impact a union can have for improving the

livelihoods of employees in a specific sector.

Using both internal and external organizing creates a domino effect that positively impacts entire industries. As we continue to prioritize our outreach to unorganized workplaces and consistently encourage our members to be active in their Locals, we are creating a strong labour movement in Canada and an even stronger IATSE. In 2025, the Canadian Department will continue to make organizing a priority and support the work of all Locals to organize. Those interested in organizing should contact the IATSE Canadian Office.



### LOCAL 251 HOST "ELECTRICS DEPARTMENT FUNDAMENTALS" TRAINING CLASS

Local 251 of Madison, Wisconsin hosted "Electrics Department Fundamentals" on December 2, 2024, at the Madison Labor Temple. Members of Locals 18, 251, 217, and 470 learned the basics of electricity, signal flow, connectors, and troubleshooting techniques for entry-level stagehands.

Local 470 member Kristi Ross-Clausen, CTS, taught the class funded by the Training Trust Fund.





## BRIAN MAXWELL WINS BRONZE AT WORLD ARCHERY FIELD CHAMPIONSHIPS

Local 118 and 891 member, Brian Maxwell, was part of the Canadian National Archery Team. He brought home a bronze medal from the Men's Team finals of the 2024 World Archery Field Championships, which ran from September 16-22, 2024. Brian previously won gold in the Men's team finals at the 2019 Pan American Games in Lima, Peru.



## LOCAL 16 MEMBER HONORED WITH THE SAN FRANCISCO OPERA MEDAL AWARD

The San Francisco Opera recently awarded its highest honor, the San Francisco Opera Medal, for artistic integrity and distinguished service. In December 2024, the medal was presented to Local 16 member, Propmaster Lori Harrison, on stage following a performance of Carmen with the full cast and audience in attendance.

This remarkable achievement highlights Lori's dedication and contributions to her craft and is a significant moment not only for her but for the entertainment industry.



## SHINING BRIGHT: LOCAL 33'S TAD INFERRERA CELEBRATES EMMY WIN!

Local 33 Member and 2024 Emmy recipient, Tad Inferrera (left) showcases his Lighting Director/Design Award for "Billy Joel at MSG" to Laker Court Lighting Designer and Local One Member, Rob Baxter (right).





# IN MEMORIAM

## REMEMBERING STEVE DOWHAN

Brother Steve Dowhan passed away unexpectedly on January 11th at 53 years old following a work call. Steve was a member of Local 26 since 2006. He focused his career with us as an accomplished rigger, camera and follow-spot operator.

Steve was an avid music lover across genres and prior to working with IATSE held a position with a music distribution company. He always strived to learn more and to help find solutions at gigs. In turn, this made him valuable and appreciated by many of our employers. Steve actively voiced concerns for workers in the community to help make Grand Rapids a safer

place to work and live. He was a warm, respectful and a kind soul.

Steve was known for his love of biking. On any gig he worked, not far from the sign in table, his bike would be waiting for the call to end. He used it as a hobby, fitness and transportation.

He will be deeply missed by his family, friends, Local 26 sisters and brothers as well as the entire art community of West Michigan.



## REMEMBERING MICHAEL ANGELO GAGLIARDI

Local 2 retired brother Michael Angelo Gagliardi passed away in December at home near High Springs, Florida with his wife Zelda, also a union member, and son Andre. Initiated into Local 2 Membership on May 17th, 1991, Michael Angelo worked often as a carpenter, rigger and later in automation. He toured with Broadway productions of Showboat, Titanic, Peter Pan, The Lion King, and The Color Purple. Aside from being an asset on any stage crew, Michael Angelo was a gifted artist, and his works have been shown in major metropolitan cities throughout the United States. He was also a certified cave/wreck/technical scuba diver, water conservationist, forestry steward, and underwater cave restorations expert. He will be missed by his family and Local 2 Sisters and Brothers.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Richard Beck	1	Steven Pugliese	1	John T McDonald	6	Kevin M. Smith	26
December 5th, 2024		November 21st, 2024		November 20th, 2024		December 21st, 2024	
William H. Callier	1	David J. Segda	1	William Hayes	8	John E Blessley	33
November 17th, 2024		November 11th, 2024		October 24th, 2024		October 7th, 2024	
David Camus	1	John T Joyce	2	Paul M. Raco	8	Matthew Brashear	33
October 18th, 2024		October 20th, 2024		October 11th, 2024		November 5th, 2024	
Clyde W Churchill Jr	1	Kenneth R. Gianella Sr.	3	Russell M Mitchell	16	Gary Luippold	33
October 17th, 2024		October 16th, 2024		November 17th, 2024		December 3rd, 2024	
Steven R Colonna	1	Richard Beck	4	Udo H Pampel	16	Keith E Rowell	33
November 25th, 2024		December 5th, 2024		October 16th, 2024		October 1st, 2024	
James Edmiston	1	Allan S Bird	5	Kevin Mcdermott	21	Stanley A Williams	33
November 17th, 2024		November 20th, 2024		October 14th, 2024		December 6th, 2024	
John Flores	1	Richard A Fredette	5	Mark J Rush	21	Terry Windberg	33
November 15th, 2024		November 5th, 2024		October 10th, 2024		October 10th, 2024	
Kenneth J Mcaliece	1	Bernard S Murphy	5	Richard Ryan	22	Michael Deblasio	39
November 24th, 2024		November 2nd, 2024		November 9th, 2024		November 30th, 2024	



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Kori Mcdougald October 1st, 2024	39	Gregory A Anderson December 10th, 2024	67	Geneva C. Mccarthy October 7th, 2024	477	Eugene N Brice October 1st, 2024	700
Michael J Barrett Jr December 13th, 2024	44	Brian Clark October 4th, 2024	80	Mitchell K Ray November 9th, 2024	478	Levon Chaloukian October 1st, 2024	700
William A. Barry Iii October 4th, 2024	44	Ricky Lee Lloyd November 8th, 2024	80	Colin Compton November 18th, 2024	479	Gloria J. Kaiser October 1st, 2024	700
Richard J. Bayard October 1st, 2024	44	Freddie Lopez December 12th, 2024	80	Timothy Henderson December 30th, 2024	479	Roberto C. Ochoa October 1st, 2024	700
Stanley Blackwell November 19th, 2024	44	Jay M Pearce October 4th, 2024	80	Tina Kappler October 28th, 2024	479	Jasmine Hasmig Bedrossan November 5th, 2024	705
Rodd E Boggio November 22nd, 2024	44	Gilbert R Amaro November 23rd, 2024	84	Andrej I Kucher November 2nd, 2024	479	Richard Kelloway December 31st, 2024	709
Max K Bozeman October 20th, 2024	44	Miles E Taylor December 23rd, 2024	100	Nanci Elfrez-Severs November 14th, 2024	480	William Ballard October 1st, 2024	720
Hubert C Braden October 1st, 2024	44	Stanley Maxberry Sr. November 3rd, 2024	110	L. Taylor Roberts November 19th, 2024	480	Stella F Birch October 1st, 2024	720
Michael R Delgenio October 1st, 2024	44	David E. Marx October 16th, 2024	118	Karen T Lagrasta December 14th, 2024	487	Mark Bryant November 14th, 2024	720
Steve Desantis October 1st, 2024	44	Eric John Berry November 20th, 2024	122	Cory Bass December 29th, 2024	489	Clyde M Mcwhorter November 17th, 2024	720
John C Hartigan November 7th, 2024	44	Eric Clinton November 12th, 2024	122	William K. Waxler October 31st, 2024	491	Arlene F Meiner December 31st, 2024	720
Eric Lamppu October 1st, 2024	44	Donald Adams December 2nd, 2024	151	David Gano November 17th, 2024	500	Anna Pierce October 24th, 2024	720
John J Lawless Jr October 1st, 2024	44	David E. Marx October 16th, 2024	168	Geneva Mccarthy October 7th, 2024	500	Todd Watkins October 12th, 2024	720
Barry L Mcqueary October 1st, 2024	44	Robert A Brenner December 9th, 2024	190	Keith Banks October 31st, 2024	600	Larry J. Wood December 31st, 2024	720
William J Thoms October 1st, 2024	44	Robert Endres November 18th, 2024	193	Thomas G Burney Jr October 15th, 2024	600	Matthew Dol Brashear November 5th, 2024	728
Antonio Zarazua October 1st, 2024	44	Susan Tammany November 19th, 2024	306	Colin Crane October 3rd, 2024	600	Robert Grower December 27th, 2024	728
George M Detitta Sr December 23rd, 2024	52	Allen D Kratochwil October 6th, 2024	311	Carl Gibson October 3rd, 2024	600	Donald L Lewis October 1st, 2024	728
James Edmiston November 17th, 2024	52	Kent James Hasper November 30th, 2024	336	Karen Gopinath December 13th, 2024	600	Calvin Maehl December 28th, 2024	728
Raumo J Kirves November 16th, 2024	52	Frank Zalokar November 13th, 2024	461	Robert D Menschel December 13th, 2024	600	Tami Lei Morris October 18th, 2024	728
Daniel Ed Mahon November 22nd, 2024	52	Kurtis J Palmer December 28th, 2024	470	Frank M Miller November 15th, 2024	600	Alex A. Schmidt October 2nd, 2024	728
Joseph Ziegler October 26th, 2024	52	Richard Worsfold October 8th, 2024	471	Masaaki Norihiro November 12th, 2024	600	George Pabon October 6th, 2024	751
Rupert L. Baker December 4th, 2024	58	Ronald Coleman November 2nd, 2024	476	Chris K. Miller December 31st, 2024	631	Lori Vazquez October 28th, 2024	751
Rick N Crowley December 30th, 2024	58	Matthew Tufano December 31st, 2024	476	Judy Ching November 27th, 2024	665	James Mccafferty December 7th, 2024	752
Thomas Ed Williams December 29th, 2024	58	Charles S Deaux December 10th, 2024	477	Lorne Miess October 31st, 2024	669	Robert S. Miller October 1st, 2024	764
Victor J Colletti October 16th, 2024	62	Gary Hebert November 18th, 2024	477	Elmer Ventura November 27th, 2024	669	Harriet B Lott October 28th, 2024	768



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Gary S Marthaler	768	Colin Chilvers	873	James David Adams	891	Colin P Compton	927
November 14th, 2024		November 19th, 2024		November 19th, 2024		November 18th, 2024	
Floyd R. Schilstra	788	Ronald J Foley	873	Carlos M Alberto	891	Patricia Berry	18032
December 26th, 2024		November 1st, 2024		October 15th, 2024		December 9th, 2024	
Carl Scarfuto	794	Jeffrey Harrison	873	Joseph Dale	891	Martin Fahrner	USA829
December 6th, 2024		October 17th, 2024		October 30th, 2024		October 22nd, 2024	
Stella Boyd	800	Garry Jenkins	873	Dennis R Dambroise	891	Edward Haynes	USA829
October 14th, 2024		December 24th, 2024		October 25th, 2024		October 22nd, 2024	
Rebecca McAusland	800	Erla Lank	873	Clive Edwards	891	Richard Laurenzi	USA829
October 24th, 2024		November 19th, 2024		October 14th, 2024		December 10th, 2024	
Nicholas Murphy	800	Judy Laukkanen	873	Christina M Evinger	891	Lindsay McWilliams	USA829
November 7th, 2024		December 4th, 2024		December 8th, 2024		October 4th, 2024	
William K Waxler	800	Blanche Mcdermaid	873	Aieisha Li-Louuis	891	Debra Stein	USA829
November 7th, 2024		October 4th, 2024		October 22nd, 2024		October 31st, 2024	
Chris K. Miller	835	Leonie Reid	873	Lisa J Roberts	891	Russell Swift	USA829
December 30th, 2024		October 17th, 2024		November 12th, 2024		December 10th, 2024	
John Dutton	871	Peter M. Sorensen	873	Brian Smith	891		
October 1st, 2024		November 16th, 2024		November 23rd, 2024			
Cuong Q Ly	871	Dave Wilson	873	Michael W. Strong	891		
November 6th, 2024		October 10th, 2024		October 19th, 2024			
Richard Allen	873	Jane Camm	874	Pat Myint	896		
October 1st, 2024		November 3rd, 2024		December 25th, 2024			

# GO GREEN! GO MOBILE!

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# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** 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** – Mel Geary, treasurer@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: John White, 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.

### BRITISH COLUMBIA

**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, sec-treas@iatse168.com; P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Kristen Iversen.  
**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.  
**AG&AOE&GA 938** – Luis Eduardo Pedreira, scarflad@gmail.com, 1000-355 Burrard Street, Vancouver, BC V6C 2G8. (604.608.6158); contact@cag938.ca. Rowan Guay, businessagent@cag938.ca.  
**T 8778 VANCOUVER, BC** – Nadia Santoro, 525 Carrall Street, Vancouver, BC, V6B 2J8. (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

### NOVA SCOTIA

**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) Bus. Agt.: Erik Kruka.  
**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. Chris Skinner, 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. (905-932-4461) 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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**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.

**MPSPT 514 PROVINCE OF QUEBEC** – Carl Lessard, carl\_lessard@videotron.ca., 1001, BD de Maisonneuve E. Bureau 900, Montréal Québec H2L 4P9 Canada (514-844-2113) (Fax: 514-608-1667). Bus. Agt.: Labour Relations Director, Étienne Lafleur, elafleur@aqtis514iatse.com.

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**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) John Lehman, jlehman@iatse33.com.

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**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.

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**S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND** – Emily A Paulson, 303 Hegerberger Road, Suite 204, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

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**TBSE 119 SAN FRANCISCO BAY AREA** – James Mileta, P.O. Box 4878, Walnut Creek, 94596. (510-307-7272) or (510-214-0485). Bus. Agt.: Francis Crowley, businessagent@iatse119.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.: Jon Curcio, 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.

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**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.

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**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.: Bobbi Boe, ba@twu784.org.

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**CDG 892 HOLLYWOOD** – Kristin Ingram, 3919 West Magnolia Blvd., Burbank, 91505. (818-848-2800) (Fax: 818-848-2802) 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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**T B18 SAN FRANCISCO** – Diane Burkert, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

**T B32 SAN JOSE-SANTA CLARA COUNTY** – Jennie Santana, jennsantana@yahoo.com; P.O. Box 2832, Santa Clara, 95055. (408-710-9011) Bus. Agt.: Ralph Occhipinti, rocchipinti@earthlink.net.

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**S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT** – Joseph P. Gates, 11415 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

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## DISTRICT OF COLUMBIA

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## FLORIDA

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**M 115 JACKSONVILLE/TALLAHASSEE/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.

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**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.

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**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.

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**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).

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**M 665 STATE OF HAWAII** – Shawn Christensen, 501 Summer Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 8085918213). Bus. Agt.: Irish Barber.

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**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL** – Lynnette Frutiger, lynnettefrutiger@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

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**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA** – Sarah McAlexander, iatse421@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.

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**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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## INDIANA

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**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK** – Mark R. Sarris, 24 East Vincennes Street, Linton, 47441. (812-327-4262) Bus. Agt.: Duane Connaughton, dconnaugh@me.com.

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**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.

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**S 053 SPRINGFIELD/PITTSFIELD/NORTH ADAMS** – 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.

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## 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.

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**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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## MINNESOTA

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## MONTANA

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**M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA** – Joseph Bakly, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Neil Sheldon

## NEBRASKA

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA** – Lucas Scroggin, secretary@iatse42.org; 5418 S. 27th Street, #1 Omaha, NE 68107. (402-934-1542) (Fax: 402-212-1578). Bus. Agt.: William G. Lee, Ric Mohr; ba@iatse42.org.

**M 151 LINCOLN** – Kile Smith, iatse151sec@gmail.com, P.O. Box 30201, Lincoln, NE. 68503-0201. (402-525-8572) Bus. Agt.: Daniel Stoner, (402)-890-7456, iatse151ba@gmail.com.

**TWMAHU 831 OMAHA, NE/COUNCIL BLUFFS, IA** – Alice George Holmes; 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen0205@gmail.com.

## NEVADA

**M 363 RENO/LAKE TAHOE** – Kathleen Brunel, P.O. Box 9840, Reno, 89507. (775-786-2286) Bus. Agt.: Stephen Ernaut.

**M 720 LAS VEGAS** – David Weigant, General@iatse720.net, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

## NEW ENGLAND AREA

**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.

## NEW HAMPSHIRE

**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.

**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.

**S 919 HANOVER/LEBANON, NH/BURLINGTON, VT** – Craig Mowery, P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

## NEW JERSEY

**S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA** – Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

**S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH** – Rory Stimpson, redkingtech@gmail.com, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

**SM 052 STATES OF NEW JERSEY/ NEW YORK/ CONNECTICUT/NORTHERN DE. /GREATER PA.** – Charles Meere Iii, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820 Bus. Mgr.: Kevin Gilligan.

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**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT** – Alyse Rossner, recordingsecretary@local161.org; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Cynthia O'Rourke, cynthia@local161.org

**M 536 RED BANK/FREEHOLD** – Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-213-3209) Bus. Agt.: John Gormley, Jgormley536@gmail.com.

**M 632 NORTHEAST NEW JERSEY** – Erica Payne, corrsociatse632@yahoo.com; 300-1 Suite 6, Route 17 South,

Lodi, 07644. (201 262-4182) (Fax: 201 262-4138) Bus. Agt.: Gerald Bakal, gbakal@msn.com.

**TWU 799 CAMDEN, NJ/PHILADELPHIA, PA** – Susan Morris Barrett, susanjeniffermorris@gmail.com ; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, showbiz57@aol.com; 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

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## NEW MEXICO

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**SM 480 STATE OF NEW MEXICO** – Lon Morgan, 1322 Paseo Del Peralta Santa Fe, NM 87501. (505-986-9512) Bus. Rep.: Bryan Evans, bevans@iatselocal480.com.

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**S 004 BROOKLYN and QUEENS** – Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Mgr.: Kenneth Purdy.

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**M 121 NIAGARA FALLS/BUFFALO** – John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-866-1136) Bus. Agt.: John Scardino, Jr., iatse121js@gmail.com.



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**M 289 ELMIRA/HORNELL/WATKINS/ITHACA/ CORNING/CORTLAND/BINGHAMTON** – Malinda Miller, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

**MPP,O,VT&C 306 NEW YORK** – Diana Diaz, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Michael Fewx; (Stage) Carol Bokun.

**M 311 MIDDLETOWN/NEWBURGH/KINGSTON/ POUGHKEEPSIE** – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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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.

**M 592 SARATOGA SPRINGS** – James Farman, jfarman592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741). Bus. Agt.: Robert Mink Jr., 0592ba@gmail.com.

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**M 749 MALONE** – Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

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**ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)** – Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

**EE/BPBD 829 NEW YORK** – Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212-679-1164) (Fax: 212-679-1421).

**M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/ COBLESKILL/WALTON** – Kevin James, P.O. Box 1272, Oneonta, 13820. (607-437-0218). Bus. Agt.: Kevin James, kevin.d.f.james@gmail.com.

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## NORTH CAROLINA

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**M 417 DURHAM/CHAPEL HILL/RALEIGH** – Lisa Tireman, secretarytreasurer@iatse417.org P.O. Box 91329, Raleigh, 27675. (919-422-0866) Bus. Agt.: Greg Love, iatseba417@gmail.com.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA** – Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery

**M 574 GREENSBORO/BURLINGTON/HIGH POINT** – Susanne Daves-Brown, susanne@iatselocal574.org, P.O. Box 5218, Greensboro, 27435. (336-362-5825) Bus. Agt.: Wayne Sharpe, wayne@iatselocal574.org.

**M 635 WINSTONSALEM/LEXINGTON/THOMASVILLE** – John Horsman, secretary@iatse635.net; P.O. Box 24864, Winston Salem, 27114-4864. (336-399-7382) Bus. Agt.: John Horsman, businessagent@iatse635.net.

**ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York)** – John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

## NORTH DAKOTA

**M 510 FARGO, ND/MOORHEAD, MN** – James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

## OHIO

**S 005 CINCINNATI/HAMILTON/FAIRFIELD/ SPRINGDALE/OXFORD** – Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

**S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE** – David Snider, sec-treasurer@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Brian Thomas, businessagent@iatse12.org.

**S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/ TIFFIN/FINDLAY** – Noel C. Keese, P.O. Box 1180 Sylvania, OH. 43560. (419-215-4166) (Fax: 419-244-6325). Bus. Agt.: Andrew Todd, ba@ia24.org.

**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/ SANDUSKY/ERIE COUNTY** – Steven Stuckert, steve@iatse27.com 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: James J. Holden, jimmy@iatse27.com.

**S 048 AKRON/CANTON/MASSILLON/ALLIANCE/ MANSFIELD** – Linda Galehouse, secretary@ialocal48.com; 647 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Irene Mack-Shafer, businessagent@ialocal48.com.

**M 064 STEUBENVILLE, OH/WHEELING, WV** – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley.

**S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES** – Emily Junker, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Tom Sellars.

**S 101 NILES/WARREN/YOUNGSTOWN** – Terri R Norling, secretary@iatse101.net; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: Jethro Klink, ba@iatse101.net.

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**TBSE 216** – International Representative In Charge, Rachel McLendon, rmclendon@iatse.net, P.O. Box 31876 Independence, OH 44131.

**M 369 Ironton, OH/Huntington, WV/ASHLAND, KY** – Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

**TWU 747 COLUMBUS** – Scott W Kuentz, scottk@sirius1.com; 529 City Park Ave, Columbus, 43215; (614-562-3147). Bus. Agt.: Kerry Taylor, 747ktaylor@gmail.com; 2027 McCoy Rd, Columbus, 43220; (614-284-0319).

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**T B148 AKRON** – Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

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## PACIFIC NORTHWEST

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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 Edmiston, jedmiston@ialocal52.org.

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**S 098 HARRISBURG/HERSHEY/CARLISLE** – Mark Matlock; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Justin B. Fife, ialocal98@yahoo.com.

**S 113 ERIE** – Jillian Orr, P.O. Box 557, Erie, 16512. (814-440-8612) Bus. Agt.: Barry Lacastro, business@erieiatse.com.

**M 152 HAZELTON** – Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Dr-ive, Beaver Meadows, 18216. (570-582-8898) Bus. Agt.: Nicholas J. St. Mary.

**S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM** – Susanjoy M. Checksfield, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Matthew Calleri, iatse200ba@gmail.com.

**M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN** – John Breznik, johnbrezn@epix.net; ; 62 N. Bridge Street, Ringtown, 17967. (570-590-1766) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA** – Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724 (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/ LANCASTER COUNTY** – Judi S. Miller, iatsepejudi@yahoo.com; P.O. Box 21585, York, 17402. (717-424-4439). Bus. Agt.: Robert Hooker, zouba@yahoo.com.

**M 329 SCRANTON/PITTSTON** – Kevin Colombo, local329sec@yahoo.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Michael G Swan. (570-237-0024).

**SM 489 GREATER PITTSBURGH AREA** – Bobbi-Jo Napoletano, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-926-6490) Bus. Agt.: Michael Matesic.

**S 501 LITITZ** – M. Gregory Bierly, Secretary@iatse501.com; P.O. Box 56, Lititz, PA 17543 (717-208-1054). (215-952-2106). Bus. Agt.: Joshua M Keller

**M 591 WAYNESBORO, PA/HAGERSTOWN, MD/ FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV** – Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem

**M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)** – Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGROVE/INDIANA** – Dustin Wagner, dswagner21@yahoo.com; 169 Mini Mall Road, #107 Ebensburg, PA 15931 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

**T&T 752 PHILADELPHIA** – Monique Thompson, P.O. Box 37451, Philadelphia, PA 19148. Bus Agt.: Stephen Nawalany.

**TWU 787 PITTSBURGH** – Jody Clair-West, pghlocal787@gmail.com; P.O. Box 101847, Pittsburgh, 15237. (412-973-1952) Bus. Agt.: Jody Clair-West.

**TWU 799 PHILADELPHIA/CAMDEN, NJ** – Katherine Holloway, Kfoster54@gmail.com; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

**TBSE 804 PHILADELPHIA** – Steve Ledonne, 511 Michell Street, Ridley Park, 19078 (610-532-1038). Bus. Agt.: Edwin Diaz, 1diaz1@comcast.net.

**TBSE 820 PITTSBURGH** – David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Joseph Belak, jtblak@yahoo.com.

**T&T 862 PITTSBURGH** – Maria McIntyre, 914 53rd Street, Pittsburgh, 15201. (412-606-3298) Bus. Agt.: Timothy Smith.

**T B29 PHILADELPHIA** – Regina Kline, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Lawrence Williams, lawrence\_williams@msn.com.

## PUERTO RICO/VIRGIN ISLANDS

**SM 494 PUERTO RICO/U.S. VIRGIN ISLANDS** – Ricky Valentin, ricky@iatselocal494.org; Romerillo #8, Urb. San Ramon, Guaynabo 00969(787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Neftali Nieves-Reyes, neftaly@iatselocal494.org.

## RHODE ISLAND

**M 023 STATE OF RHODE ISLAND** – David Allen, secretary@iatse23.org; P.O. Box 23044, Providence, 02903. (818-415-7018) Bus. Agt.: Charles Ryan.

**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.

**TW, MA&HS 830 STATE OF RHODE ISLAND** – James Ferreria, P.O. Box 16171, Rumford, 02916. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

## SOUTH CAROLINA

**M 333 CHARLESTON/MYRTLE BEACH** – Cran Ohlandt, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843744-4434) (Fax: 833-873-9573) Bus. Agt.: James L. Heyward Iii.

**M 347 COLUMBIA** – Rufus Carson, ia347business@gmail.com, P.O. Box 8876, Columbia, 29202 (803-240-0111) Bus. Agt.: Jacob Cosentino.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA** – Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

## SOUTH DAKOTA

**S 220 SIOUX FALLS/MITCHELL/HURON** – Jon J. Martin, jonjmartin2020@gmail.com; P.O. Box 2040, Sioux Falls, 57101. Bus. Agt.: Val Peterson, valpaterson1910@yahoo.com.

**M 731 RAPID CITY/BLACK HILLS AREA** – Mark Freese, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Steve Owen.



## TENNESSEE

**S 046 NASHVILLE** – David Crist, 211 Donelson Pike, #202, Nashville, 372142932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Patrick Hutchison.

**S 069 MEMPHIS** – Andrea Hoffman, ialocal69@aol.com; 3340 Poplar Avenue, Suite 316, Memphis, 38111. (901-327-4994). Bus. Agt.: Andrea Hoffmann.

**S 140 CHATTANOOGA** – Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-490-5439) Bus. Agt.: Nicole Price, businessagent@local140.rocks.

**S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG** – Rose Sampley, P.O. Box 946, Knoxville, 37901. (423-994-1864) Bus. Agt.: Matthew Kryah

**SM 492 STATE OF TENNESSEE/KENTUCKY/NORTHERN MISSISSIPPI** – Theresa Morrow, tm-squared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492) . Bus. Agt.: Peter Kurland.

**M 632 NORTHEAST NEW JERSEY** – Vincent D'Ornellas, dornellas.vincent@gmail.com, 300-1 Route 17 South, Suite 6 Lodi, NJ 07644. (201-262-4182). Bus. Agt.: Kelly Stout, kelly.stout@ymail.com

**M 699 JOHNSON CITY/KINGSFORT, TN/BRISTOL, VA** – Walter Hughes, iatse699@yahoo.com; P.O. Box 442, Unicoi, TN 37692. (423-741-8353) Bus. Agt.: Edwin Skinner, iatse699@gmail.com.

**TWU 825 MEMPHIS** – Jennifer Auvenshine, 1903 Young Ave, Memphis, TN 38114, (901-262-8288) Bus. Agt.: Brenda Anderson, swngddss1b@aol.com.

**TWU 894 KNOXVILLE** – Susan Elford, susyelford@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king.t3047@gmail.com

**TWU 915 NASHVILLE** – Barbara W. Sullivan, bea2010@comcast.net; P.O. Box 383, Nashville, 37076 (615-883-8023) Bus. Agt.: Connie R Clark, ccrc4670@aol.com.

## TEXAS

**S 051 HOUSTON/GALVESTON** – Jim Capfer, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Grady.

**S 076 SAN ANTONIO** – Jonathan Zitelman, secretary@iatse76.org; P.O. Box 690430, #306, San Antonio, 78269 (210 857 4868) Bus. Agt.: Ian Campos.

**M 128 DALLAS-FORT WORTH-ARLINGTON METROPOLITAN AREA** – Radar Bateman, Officer In Charge, 2710 Live Oak Street, Dallas, 75204. cbateman@iatse.net.

**M 183 BEAUMONT/PORT ARTHUR/ORANGE** – Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

**M 205 AUSTIN** – William L. Blome Jr., secretary@iatse205.org; 4818 East Ben White Blvd., Suite 204, , Austin, 78741. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

**O 330 FORT WORTH/DENTON/GAINESVILLE** – Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

**M 331 TEMPLE/KILLEEN/BRYAN/WACO** – Holly Serfass, itserf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: Sanford Gilzow, sandy@shurrig.com.

**M 378 WICHITA FALLS** – Richard Lehman, 3208 Rifle Range Road, Iowa Park, 76367. (940-232-2113) Bus. Agt.: Richard Lehman.

**SM 484 STATES OF TEXAS/OKLAHOMA** – Susan McGill, iatse484northern@gmail.com 4818 East Ben White Blvd., Suite 204, Austin, 78741 (512-385-3466) Bus. Agt.: Brandon Noack; local484ba@gmail.com.

**TBSE 796 STATE OF TEXAS** – Susan Goree, secretary-treasurer@iatse796.org; P.O. Box 202764, Houston Texas 75320-2764. Bus. Agt.: Larry Allen, businessagent@iatse796.org.

**TWU 803 DALLAS/FORT WORTH** – Ava Gibbs, avakamariamua@gmail.com, VRCPerrin@gmail.com P.O. Box 542932, Grand Prairie, 75054. Bus. Agt.: (Fort Worth) John Hanby, john.hanby45@gmail.com; (Dallas) Mary Allen-Henry, maryallenhenry@gmail.com.

**M 865 ODESSA/MIDLAND/LUBBOCK** – Michelle Gibson, michellekgibson@gmail.com; P.O. Box 180, Lamesa, 79331. (432-940-3618). Business Agent: C Stefan L Williams, local865ba@gmail.com

**TWU 896 HOUSTON** – Isidro Rodriguez, Jr., P.O. Box 130774, Houston, 772190774. (281-686-5548) Bus. Agt.: Judy Malone-Stein.

**T B184 HOUSTON** – Donna Tatman; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Omega C. Villanueva, ovillanueva@fcoh.net.

## UTAH

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO** – Chris Manor, finsec@ialocal99.org; 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227). Bus. Agt.: Aaron Thompson, BA@IAlocal99.org.

## VERMONT

**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.

**S 919 BURLINGTON, VT/HANOVER/LEBANON, NH** – Craig Mowery, P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agts.: Avery Bacon, Wendy Stephens; ba.local919@gmail.com.

## VIRGINIA

**S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC** – Christopher Ruble, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

**M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/ STAUNTON** – John Overstreet, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: Greg Huffman, ghuffmanialocal55@gmail.com; (540-632-3570).

**S 087 RI CHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA** – Preston Spence, info.local87@gmail.com; P.O. Box 100, Sandston, 23150. Bus. Agt.: Pat Lowery, iatse87businessagent@gmail.com, 804-921-1097.

**S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG** – Hilary Magoteaux, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. (757-237-5058), Bus. Agt.: William J. Clark, III. businessagent@iatse285.com, (757-675-5768).

**SM&BT 487 MIDATLANTIC AREA** – Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINS-**

**BURG, WV** – Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem

**M 699 BRISTOL, VA/JOHNSON CITY/KINGSFORT, TN** – Walter Hughes, P.O. Box 442, Unicoi, TN 37692. (423-741-8353) (Fax: 423-743-0945) Bus. Agt.: Edwin Skinner, iatse699@gmail.com.

## WASHINGTON

**S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDOO WOOLEY/ PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW** – Kcarie Cunningham, secretary@ia15.org, 5030 1st Ave. S. #204 Seattle, WA 98134. (206-441-1515) Bus. Rep.: Laura McGreevy, businessagent@ia15.org.

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID** – Jennifer Laws, secretary@iatse93.org; P.O. Box 1266, Spokane, WA 99210.(509-230-5455) Bus. Agt.: Maria Sorce. (509-230-5455).

**SM 488 PACIFIC NORTHWEST** – Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

**TBR&SE 793 PACIFIC NORTHWEST** – Taylor Quigley, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Derek Jones (Washington).

**TWU 887 SEATTLE** – Mary Seasily, secretary@iatse887.org, PO Box 3083, Federal Way, Seattle, WA, 98003. (206-443-9354) Bus. Agt.: Margaret Carrido Adams, bus.rep@iatse887.org.

## WEST VIRGINIA

**M 064 WHEELING, WV/STEOBENVILLE, OH** – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley

**S 271 CHARLESTON** – Craig Colhoun, P.O. Box 75323, Charleston, 25375. (681-781-7677) (Fax: 304-357-7556). Bus. Agt.: Jasmine Gilmer.

**M 369 HUNTINGTON, WV/ASHLAND, KY/IRON-TON, OH** – Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

**M 578 NORTH CENTRAL WEST VIRGINIA** – Raquel A. Nethken, iatse.local578@live.com; P.O. Box 293, Morgantown, WV 26507 (304-296-7549). Bus. Agt.: Raquel A. Nethken, HiringHallLocal578@gmail.com.

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV** – Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem

## WISCONSIN

**S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL** – Ben Pinc, Recording\_Secretary@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Wendell Bell, business\_agent@iatse13.org.

**S 018 MILWAUKEE/WAUKESHA** – James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Anthony Puglielli.



**M 251 MADISON/COLUMBIA/SAUK COUNTY** – Rachelle Fenster, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-558-7315) (Fax: 608-251-6023) Bus. Agt.: Justina Vickerman, ba@iatse251.com.

**TBSE 414 MILWAUKEE** – Michael Lange, mike@iatse414.com, P.O. Box 342175, Milwaukee, 53234. Bus Agt.: Will Tinsley.

**M 470 OSHKOSH/FOND DU LAC/GREEN BAY/ WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU** – Joshua Cobbs, ia470secretary@gmail.com; P.O. Box 2421,

Appleton, 54912. (920-479-5959) Bus. Agt.: Ryan Graham, BA@iatse470.com.

**TWU 777 MILWAUKEE** – Renee Jaeger, rjaegerwi@gmail.com; N11163 County Road U, Tomahawk, 54487 (414-312-0646). Bus. Agt.: Renee Jaeger.

**T B46 CHICAGO, IL/MILWAUKEE, WI** – Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

## WYOMING

**S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY** – Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

**M 426 CASPER** – Robert H. Wilson, Robhw@bresnan.net; P.O. Box 353, Casper, 82601 (307-235-5159) Bus. Agt.: Gary R. Vassos

## DISTRICT SECRETARIES

**District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)** – Jennifer Bacon, 5030 1st Ave S. Seattle WA, 98134. (206-443-9354) Website: www.iatsedistrict1.org; Email: secretary@iatsedistrict1.org.

**District No. 2 (California, Nevada, Arizona & Hawaii)** – Anthony Pawluc, 4400 Riverside Drive Suite 110-825 Burbank, CA 91505, (818-303-4351) Website: www.iadistrict2.org; Email: anthonypawluc@iadistrict2.org.

**District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)** – Patrick Keogh, 1520 Old Colony Avenue, Box 25, South Boston, MA 02127 (617-594-0012). Email: pkeogh@iatse11.org

**District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia & District of Columbia)** – David O'Ferrall, 2301 Russell Street Baltimore, MD 21230. (410-732-0414) (Cell: 410-960-5162) Email: district4iatse@gmail.com.

**District No. 5 (Wyoming, Colorado, Utah & New Mexico)** – Bryant Preston, P.O. Box 1524, Denver, CO 80201. (720-364-3585) (Fax: 303-534-0216) Email: districtsecretary@iatsedistrict5.org.

**District No. 6 (Texas, Oklahoma & Arkansas)** – Jon Lowe, 2200 Mid Ln. Houston, TX 77027, (713-714-6713) Email: d6secretarytreasurer@gmail.com.

**District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)** – Andrew Oyaas, 1924 South 16th Street, Wilmington, NC 28401 (828-421-8123) (Fax: 910-343-9448) Email: secretary@iatsedistrict7.org.

**District No. 8 (Michigan, Indiana, Ohio & Kentucky)** – Tom Guidugli, 27106 East Oviatt Rd-40519 Bay Village, OH 44140. (216-513-4595) Email: IADistrict8@yahoo.com.

**District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)** – Frank Taylor, 216 S Jefferson St Suite 400 Chicago, IL 60661 (312-705-2020) (Cell: 773-771-8242) (Fax: 312-705-2011) Email: FTaylor@iatselocal2.com.

**District No. 10 (New York & New Jersey)** – Greg R. Hancox, P.O. Box 3122, Secaucus, NJ 07096 (201-757-6846) (Fax: 201-863-8551). Email: hancoxgreg@aol.com.

**District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland & Labrador)** – Zoe Dempster, 55 Elizabeth Ave St John's, NL A1A 1W9. Email: iadistrict11@gmail.com.

**District No. 12 (Manitoba, Saskatchewan, Alberta, British Columbia, Yukon, Northwest Territories & Nunavut)** – Amanda Bronsweyk, IATSE Local 891 1640 Boundary Road Burnaby, BC V5K 4V4 (779-995-8916) Email: iatsed12@gmail.com.

**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: KAHoldridge@IATSEDistrict14.com.



# NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

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

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

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

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

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

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

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

union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

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

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

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

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

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

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





Alicia Godmasch, Local 479



Fernando Montes, Local 728



FROM DUET & DESTRUCTION, HERE'S TO THE NEXT ACT

HAPPY  
HOLIDAYS!

Iván Jesús Herrera, Local 728 &  
Eddie Seitz, Local 111



Nikki Paulson, Local 28 and 488

# CONGRATULATIONS TO ALL THE WINNERS OF THE 5TH ANNUAL HOLIDAY PHOTO CONTEST



Amelia Doescher, Local 212

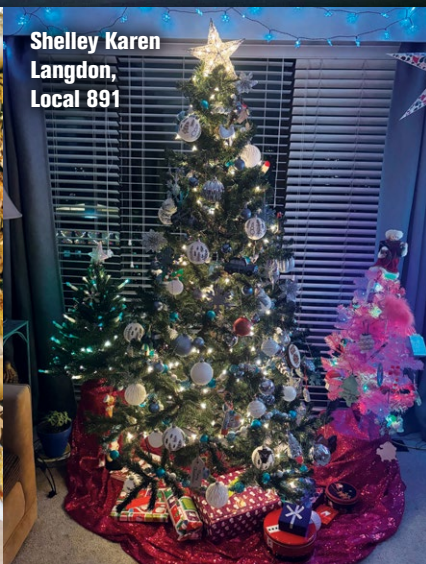
2024



Steven Miller, Local 44



Mikhail Ramtahal,  
Local 873



Shelley Karen  
Langdon,  
Local 891



Vita Livantsova,  
Local 97



Kara Pugliese,  
Local 479