COVID-19 has impacted all of us. Union Plus can help. Our Union Plus program partners have accommodations for members struggling during this public health crisis. Participants in our Union Plus Mortgage, Credit Card, Personal Loan, or Supplemental Insurance programs may be eligible for additional hardship assistance through the Union Plus Mortgage Assistance Program and Union Plus Hardship Help.

Visit unionplus.org and follow Union Plus on Facebook at facebook.com/unionplus for ongoing program updates and resources.

Be well and stay healthy,
The Union Plus team
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.
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FINANCIAL RELIEF AVAILABLE FOR IATSE MEMBERS AFFECTED BY COVID-19

IATSE members needing financial assistance as a result of COVID-19 are encouraged to refer to pages 14-15 of this Bulletin. For additional information, please visit iatsecares.org for up-to-date news and resources.

FIND US ONLINE

Visit us on the Web: www.iatse.net

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IATSE Canada: www.facebook.com/iatsecanada

Young Workers: www.facebook.com/groups/IATSEYWC

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IATSE Training Trust Fund: www.iatsetrainingtrust.org

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Young Workers: www.instagram.com/groups/IATSEYWC

IATSE Training Trust Fund: www.iatsetrainingtrust.org
Together We Rise

First, I hope this message finds you well, and you are safely weathering these trying times. In recent months the world has changed. The global pandemic has killed hundreds of thousands of people. Human lives lost to a disease that continues to threaten the global economy. Our industry has been crippled as plans to return to work are formulated for a likely slow recovery.

We are witnessing unrest globally as a result of the killing of George Floyd, yet another senseless tragedy at the hands of police. Another human being with so-called equal rights and protections, lost by a society that has largely accepted a failure to exercise natural rules of justice and fairness. That this treachery continues in this day and age is saddening and change is in the wind. Consciousness about racial equality has elevated, and daily conversations, long overdue, are starting to happen.

I hope that the process of healing is upon us. Yet without real action we are spinning our wheels. This will require patience and sacrifice. Uneasiness and tolerance. Compassion and understanding. It will be necessarily uncomfortable at times. We will all have to do more, fight more and be better to assure that the rights and privileges of black, indigenous and people of color are respected. To do any less makes us complicit in supporting discrimination, injustice and brutality.

Yet together we rise. We face crisis’ as a union and must continue to do so. We must battle for governmental assistance to ease the hardship for our members, lobbying legislators to recognize entertainment workers and the unique challenges we face. We must reach out with caring and strength to support our brothers, sisters and kin who need special attention now. Isolation is a potent reminder of how much we need each other. And, we must stand up and be counted. Be part of the solution and actively participate in making crucial change by aggressively attacking inequality and racism.

Since 1893 we have faced challenges that in their times seemed insurmountable. Yet together we have met the future with hard work and perseverance. Now, more than ever, we must show our moral fortitude. And we must embrace the things we know are right. Together we must overcome the challenges of our generation and know we did the best we could. Together we rise.

Be safe and be well. In solidarity.
OFFICIAL NOTICE

As a result of the limitations on group gatherings due to the COVID-19 pandemic, this is to advise that the regular Mid-Summer Meeting of the General Executive Board scheduled to be held at The Westin Seattle, 1900 5th Avenue, Seattle, Washington, 98101 from Monday July 27 to Friday July 31, 2020 has been cancelled.

All reservations made by local union representatives that were planning on attending have also been cancelled.

PER CAPITA TAX WAIVER

As a result of the COVID-19 situation, the General Executive Board approved the waiver of second quarter per capita payments for all local unions. This will be accomplished by issuing a credit to each local union that is based on the numbers reported on the second quarter report. Each Local should submit their second quarter report as normal and once received a credit will be issued to the Local’s account reflecting the price of the required number of second quarter per capita stamps. Each member will be able to receive the actual per capita stamp for their membership card but there will be no charge for that stamp.

Downloadable versions of The Official Bulletin are posted on our website: 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.

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.
The Transition Begins

As we put the final preparations on this issue of the Official Bulletin it is hard to believe that this is the second time we have had to prepare our publication in an era of remote working and social distancing.

In mid-March we made the decision to close the offices of the International in both countries because the spread of COVID-19 was increasing. This was particularly true in the cities that housed our offices and the safety of our employees was paramount. At the time we expected to be closed for two or three weeks and made quick preparations to enable staff to work from remote locations. Almost four months later, we are now approaching the date where we will once again be back.

Turning our offices into remote operations has not always been easy and we appreciate the patience and support of our Locals as we learned to navigate the many challenges. All our International Officers, Representatives and Staff have done a tremendous job at continuing to support and service our local unions during this period and President Loeb and I thank them for their efforts.

The world today is unlike the one we left in March. PPE is no longer limited to the domain of frontline workers. Our members and our employees must be safe in their various workplaces and much effort and planning has been and will continue to be devoted to ensure that is the case. We are developing back to work protocols for our various crafts and we have revamped many office procedures.

The world to which we return is now facing head on the issue of racial injustice. The unspeakable death of George Floyd was the catalyst, but as the protests gathered more and more support and spread around the entire world, all of society was awakened to the much larger and systemic issue. President Loeb has stated the position of the IA and he has my complete support and that of the General Executive Board as we all move forward on this issue.

The previous Bulletin was entirely revamped at the last minute and devoted to COVID-19. As we began to put this issue together clearly the pandemic was still with us, but we also could see that we would be slowly returning to work and some parts of our previous activities. This Bulletin therefore is transitionary. It still contains COVID-19 information, but we have begun to bring back some of our regular craft departments and sections.

During this crisis our members channeled their workplace creativity and ingenuity into many different campaigns and projects to assist in their communities. There were so many examples that it simply was not possible to document all of it in this issue. We have selected a cross section of stories to try and summarize the spirit of our membership, but it is far from exhaustive. As you always have, this membership stepped up and met the challenges and as this next transition begins, I wish you continued health and success.
LOCAL MEMBERS FIND SOLACE IN COMMUNITY OUTREACH IN THE GLOBAL FIGHT AGAINST COVID-19
COVID-19 UPDATE

As previously reported to you The IATSE National Pension, Health & Welfare, Annuity and Vacation Funds ("The Funds") Trustees took numerous steps to provide as much relief as possible to those participants in the Funds impacted by the COVID-19 outbreak. As a reminder:

- In the Annuity Fund - hardship withdrawals were made available immediately available to all participants impacted by lay-offs, lack of work or the Corona virus itself. All that was required, and remains required, is a statement by the participant is what affect the virus has had on them and a completed application which can be found on the Funds website, www.iatsenbf.org. The website has the email address, annuity@iatsenbf.org, for which the completed application, certification of hardship due to COVID-19 note and any other required documents can be uploaded to.

- The CARES Act eliminated the IRS excise tax penalty of 10% on any hardship withdrawals from a retirement account for those under age 59 1/2. The penalty did not exist for those over age 59 1/2. Additionally, the CARES Act allows the money to be rolled back into your account, all or part, should you determine you do not need to use it all and want it to remain in your account for retirement.

- For those who participate in the Vacation Fund checks were mailed one month ahead of schedule.

- Empire BlueCross BlueShield and Triple S (The Funds carrier for Puerto Rico residents) have been instructed to not charge deductibles, co-payments or co-insurance for COVID-19 testing. That directive remains in full effect for the foreseeable future.

- For those who participate in the Health & Welfare Fund, Plan A, 10 additional days were added for March, April and May for all those participants who were in coverage on March 1, 2020 and had reported work in 2020.

- For those who participate in the Health & Welfare Fund, Plan C, anyone whose coverage was terminated (lapsed) for the April 2020 coverage quarter their copayment was made by the Fund and they were reinstated into the coverage option they had before their coverage lapsed. For the July quarter anyone who owed a copayment for their current coverage selection had that copayment made by the Fund. No one incurred an out of pocket expense for this quarter. The Trustees plan to discuss the upcoming October coverage quarter at their next regularly scheduled meeting to be held mid-July.

- The Board of Trustees adopted relief for online telehealth services. These services allow for at home physician services if you are not feeling well, or if any family member is not feeling well. You can talk to a doctor via smartphone, tablet or laptop if you have a camera attachment. The doctor can help you with day to day illnesses during this time when going to the doctor’s office is not recommended. They can also help allay fears and give you information regarding the coronavirus. If you are concerned that you may have some of the symptoms described by the CDC, they can help you determine if you need testing and can issue you a prescription for the test. In addition, if these times are overwhelming, as they are for many of us, you can make an appointment to speak with a behavioral health practitioner. Go to www.livehealthonline.com for more information about this important service. There will be no cost sharing to any Health & Welfare Fund participant.

- Fund Office personnel continue to be working remotely. State and Local officials are getting hopeful that we may begin to reopen NYC and its immediate surrounding neighborhoods in late June.

- Communications are being made via email, Facebook and the website. If you have not yet signed up, please do so and stay informed. Also, we urge everyone to sign up for direct deposit for retirement checks, medical reimbursements, retiree health checks and vacation payments. During this pandemic it is the only way we can quickly get such payments to our participants.

- All communications are being sent to local union officials as well so check your Local’s website.

- The new Health & Welfare Plan C SPD is being prepared for mailing shortly. Watch your mailbox for the new look and easier to read booklet. It will be on our website soon and it will have helpful hyperlinks. Plan A should follow shortly.
Katherine Gonzalez is an audio engineer and for two weeks she watched gigs she was scheduled to work get canceled day after day.

"Since the crisis, my role in the effort is community outreach for Local 720," says Gonzalez. "I spend my mornings from 8:00 a.m. to noon calling nursing homes, orphanages, homeless shelters and food banks."

During this process, Gonzalez says her Local started a Facebook group named the Mask Posse of Las Vegas and in just days they had over 200 members and close to 70 volunteers working in various roles.

"It takes 4-5 days to fulfill orders but we help with laundry, 3-D printing and we also have delivery drivers," says Gonzalez.

Gonzalez says the Local’s Mask Posse Coordinator and Head of The Women’s Committee, Tracy Lightel coordinates all the drop-offs and process for deliveries.

"Tracy is a huge part of our efforts success," says Gonzalez. "We have donated over 1,000 masks and have 20 drivers that provide pick-up and delivery materials for our masks."

"It has been incredibly eye opening for me to hear through people’s voices, tones, and their words of just how much of a difference this donation will make in their daily lives," she says.

Gonzalez says although it’s under unfortunate circumstances, the coronavirus has brought their community together.

"Bringing us all together, is the biggest benefit of this virus," she says. "It’s incredible. It doesn’t matter your gender or race, everyone is involved. It makes me smile to also see the great amount of men who have volunteered to sew and cut the masks too."

Gonzalez says their Local has welcomed both IA members and non-members in an effort to increase the scope and size of their impact in Las Vegas.

"My hope is the unity of our community and efforts has a positive perception on those who are non-members," says Gonzalez. "Kudos to the entire strip industry."
As the COVID-19 (Coronavirus) pandemic continues to evolve, below are steps the Motion Picture Industry Pension & Health Plans (“Plans” or “MPI”) are taking in response to it. The MPI was one of the first industry health plans to take decisive action to help participants weather this crisis.

Thus far, MPI has made the following changes to the benefits provided to you:

**Hours Credit Extends Eligibility for Health Care Coverage:**

The Directors of the Motion Picture Industry Health Plan are monitoring the eligibility of each participant in the plans. In each qualifying period that has been impacted by the COVID-19 shut-down, eligibility has been extended to provide that no one loses their health care due to this crisis. This is being addressed on a month to month basis. Each participant is encouraged to log in to the MPI website and check their work history and hours on the “eligibility” page.

Participants are reminded that general eligibility information, including eligibility and qualifying periods, may be found on the MPI website at www.mpiphp.org/home/eligibility.

**Individual Account Plan Hardship Withdrawal is Permitted:**

Participants who are vested in the Motion Picture Industry Individual Account (“IAP” or “Plan”) as of the year ended December 2019 may apply for a one-time special early withdrawal of an elected amount of need of up to 20% of their 2018 IAP account balance not to exceed a maximum dollar limit of $20,000. Participants must apply for this special withdrawal between May 1, 2020 and July 31, 2020 and payments must be completed no later than December 31, 2020 to be reported on a 2020 Form 1099-R issued by the Plan for tax purposes.

This is a one-time hardship withdrawal provision under IRS regulations, pursuant to the newly enacted legislation known as the CARES Act. Participants who are requesting the maximum available amount of $20,000 will be allowed to “gross up” their withdrawal to account for federal and state tax withholdings (i.e., Participants are able to withdraw up to $20,000, excluding federal and state tax withholdings).

The law permits Participants who take a hardship withdrawal to spread their taxes over three years from the withdrawal date. In addition, any amounts repaid to the IAP within three years will not be subject to taxes. For more information about the repayment option, please visit the “COVID-19” tab at www.mpiphp.org.

The application process for this withdrawal request is available on the MPI website.

**Waiver of Health Premiums:**

Effective immediately, Participants responsible for paying active health premiums are granted a one-time premium waiver for one eligibility quarter. This waiver will only be extended to Participants enrolled in the Active Health Plan of the Motion Picture Industry Health (MPIHP) on March 1, 2020; the waiver provided is based on the number of dependents enrolled in coverage on March 1, 2020, as well as the Participants' rate group on March 1, 2020. For health premiums that have already been paid by Participants for an upcoming quarter of coverage, MPIHP will not extend a refund; rather, a credit for health premiums for a future quarter of coverage will be provided.

**No Out-of-Pocket Costs for COVID-19 Diagnostic Testing:**

Participants will not incur any out-of-pocket costs (no co-payment and/or co-insurance) for a physician-ordered COVID-19 virus diagnostic test and the associated visit for this test.

**MPI's Phone Hours Have Changed:**

MPI's phone hours are now 6:00 a.m. to 6:00 p.m., Pacific Daylight Time.

**Email is the Preferred Method of Communication with MPI:**

Participants are highly encouraged to email MPI at service@MPIPHPOrg to communicate with MPI staff. A team of MPI staff members are dedicated to responding to emails received. As a reminder, please include your name, date of birth, MPI ID (or last four numbers of your Social Security Number) and mailing address (or phone number) when sending emails to MPI. This will help expedite the process of responding to emails.
**Electronic Forms Are Available Online:**

Participants are reminded that many of the forms they may be required to complete are available online under the “Forms” section of MPI’s website (www.mpiphp.org). You may use these forms to change your address on file with MPI, add a dependent to your coverage, authorize someone other than yourself to speak to MPI about your health and/or retirement benefits, or change the person designated to receive your pension benefit.

**Telemedicine Benefit Reminder:**

Participants are reminded that if their provider allows for tele-visits, they may have a telemedicine visit through your primary care provider or specialist at the same benefit as an office visit (co-payment and co-insurance apply). Alternatively, several of the health plans offered through the Plans provide an online telemedicine portal.

If you are not feeling well, telemedicine is a helpful option because it allows you to visit with a medical provider who can evaluate your symptoms and tell you if you should visit a local health provider in person for COVID-19 testing.

Participants enrolled in Anthem Blue Cross are reminded that if their provider allows for tele-visits, they may have a telemedicine visit through their primary care provider or specialist at the same benefit as an office visit (co-payment and co-insurance apply). Participants may also visit with a provider using LiveHealth Online (www.livehealthonline.com) and pay no co-payment or coinsurance through June 30, 2020, unless otherwise extended.

Participants enrolled in Anthem Medicare Preferred Plan (Medicare Advantage) may use telemedicine for medically necessary visits with their primary care provider or specialist for a $0 co-payment so long as the provider accepts Medicare. LiveHealth Online (www.livehealthonline.com) is also available 24/7 at no co-payment.

Participants enrolled in Kaiser Permanente or the Kaiser Permanente Senior Advantage Plan should call (833) 574-2273 to schedule a telemedicine visit. Or, Participants can make an appointment online at kp.org/getcare or with the Kaiser Permanente app. There will not be a required copayment to use this benefit.

Participants enrolled in Health Net or the Health Net Seniority Plus Plan may call (800) 835-2362 to use their telemedicine benefit or visit www.Teladoc.com. Participants will not be required to pay a co-payment.

Participants enrolled in the Oxford Health Plans and the Oxford Medicare Advantage Plan may seek a tele-visit visit through their primary care provider or specialist at the same benefit as an office visit (co-payment and co-insurance apply). Alternatively, Participants may use telemedicine through Amwell (https://amwell.com/cm/) and Participants will not be required to pay a co-payment or coinsurance. This telemedicine benefit is in effect through June 18, 2020, unless otherwise extended.

**Optum is Encouraging Behavioral Health Virtual Visits:**

Optum Behavioral Health Solutions (“Optum”) is encouraging providers and Participants to use secure video-enabled virtual visits, and is supplying the platform that providers need to have secure video visits with individuals who cannot travel to an office. For Participants or providers who do not have access to secure video technology, Optum is allowing telephonic sessions if a member is confined to their home due to COVID-19 illness or quarantine.

**Optum is Offering Free Emotional Support Help, Tools & Resources:**

Optum is offering a free emotional support help line for all people impacted by COVID-19. This help line will provide those affected access to specially trained mental health specialists. The company’s public toll-free help line number, (866) 342-6892, will be open 24 hours a day, seven days a week for as long as necessary. This service is free of charge and open to anyone.

Additionally, there are several coping and disaster tools and resources available to you on www.liveandworkwell.com. Log on to this site using “MPI” as your “Guest Access Code” and then select “Motion Picture Industry Pension & Health Plans” from the drop down menu. Type the keyword “disaster” or look for the COVID-19 spotlight to participate in a webinar.

**MPI Staff Are Shifting to a Work-from-Home Schedule:**

In an effort to protect the staff who work at MPI, MPI is shifting to a work-from-home schedule to increase social distancing opportunities. As of today, more than 90% of MPI staff are working remotely. Please note, a work-from-home schedule is not anticipated to affect MPI’s staff ability to continue its day-to-day work, including answering your questions and processing your worked hours.

While the circumstances surrounding COVID-19 remain uncertain, you can be confident that MPI is here to provide the highest level of service possible at this time.
MPTF is closely monitoring the rapidly evolving public health situation around COVID-19 (the new Coronavirus). This situation poses challenges to us all, and we appreciate your flexibility and goodwill as we join together to make the appropriate changes to protect the safety and health of our residents, employees, volunteers, and campus visitors.

As the entertainment industry continues to batten down the hatches to prevent the spread of the coronavirus, with productions grinding to a halt all across the country and throwing thousands out of work, the Motion Picture & Television Fund stands ready to help those in the industry in need of medical, financial and emotional assistance.

“Nearly 100 years ago, one of our founders, Mary Pickford, said about MPTF, ‘We see a need and we fill it,’” MPTF president and CEO Bob Beitcher said today in a message to the industry. “The same is true today. MPTF remains fully committed to its mission of helping our entertainment community in their time of need.

“The need we see today,” he added, “is supporting those members of our industry workforce who are undergoing hardship due to COVID-19 related issues – productions getting shut down or pushed back, staffs being trimmed as companies anticipate financial downturns from our ‘new abnormal.’ We have been at this place before during the 2007-2008 work stoppage and supported 630 industry members with financial assistance and case management in a challenging time. Thanks to the generosity of our community, MPTF is still here for you today.

Founded in 1921 – and celebrating its 100th birthday next year – MPTF serves more than 150,000 entertainment industry professionals and retirees each year with healthcare, services, and retirement living. It also operates the Wasserman Campus in Woodland Hills, home to more than 250 industry retirees.

WHERE SHOULD I GO FOR HELP?
Based on discussions between the three charity organizations the following is direction we have been asked to provide our members in terms of which charity should be approached for assistance.

**MPTF:** Members of Southern California Locals involved in motion picture production as well as all members of Locals 33, 700 & 800.

**Actors Fund:** Members of Local 600 and all other U.S. local unions not described above.

**AFC:** Members of all Canadian local unions.

MPTF COVID-19 EMERGENCY RELIEF FUND

MPTF supports working and retired members of the entertainment community with a safety net of health and social services. The MPTF COVID-19 Emergency Relief Fund has been set up to help everyone in our industry adversely impacted by the pandemic. Every dollar you give makes a difference in the lives of those who need it most. To help support and donate to MPTF’s Covid-19 Emergency Relief Fund visit [https://mptf.com/donate/](https://mptf.com/donate/)

If you are in need and under 65, please call our intake line at 323-634-3888. If you are over 65 or in need of food delivery, please call 323-634-3866. MPTF is here to help.
U.S. ACTORS FUND

Am I eligible for help?

We provide free and confidential assistance nationally to everyone who works in performing arts and entertainment—including actors, dancers, musicians, stagehands, playwrights and many more. Whether you work on stage or on camera, behind the scenes or below the line, you can contact The Actors Fund for support.

Eligibility Requirements for Actors Fund Emergency Assistance

- Current financial need
- A minimum of five years of recent industry paid employment with earnings of at least $6,500 for three out of the last five years OR a minimum of 20 years of industry paid employment with a minimum of 10 years of earnings of at least $5,000

Checklist of required documents for Actors Fund financial assistance

- Documentation of industry earnings
  - Union earning printouts from Pension and Welfare Departments OR
  - Contract, pay stubs OR
  - W-2, 1099 forms for professional work only
- Most recent bank statement (not printout from ATM)
- Current lease or mortgage/maintenance

Canada’s Actors Fund

Financial Support: AFC important message regarding COVID-19

- The AFC can provide financial or other problem-solving practical support when an unforeseen emergency causes urgent financial need.
- The AFC can provide short-term charitable assistance with expenses like basic living costs, rent/housing, medical costs, etc that cannot otherwise be met. Note: The AFC does not provide income replacement.
- The AFC can help people in need to identify and access appropriate resources (EI, health insurance, community and government services). Note: The AFC does not provide crisis services or assist with emergency travel planning/repatriation.
- If you are in need of problem-solving or financial support, start by phoning or emailing The AFC. We will connect with you to find out more about your situation and advise on how we can best help you.

We encourage everyone to stay informed, know what resources are available to them, and to be aware of potential risks.

If you receive information about show/work cancellations, postponements, or other significant developments in the industry due to COVID-19, please send them our way — this would be very helpful in managing the ever-changing situation around the pandemic.

The AFC status updates, any changes to our services, and useful information about COVID-19 can be found here: afchelps.ca/news/covid-19-update. Please contact The AFC if you have any questions or concerns at 416.975.0304 (Toronto) 1.877.399.8392 (Toll-Free) OR email: contact@AFChelps.ca

For questions or concerns please contact your nearest Actors Fund office:

Los Angeles: 323.933.9244 ext. 455
Chicago: 312.372.0989
New York City: 917.281.5919
New York, NY – With thousands of entertainment workers displaced as a result of social distancing measures to stem the spread of the COVID-19 virus, the IATSE General Executive Board approved $2.5 million in donations to three entertainment charities. The funding will go to the Actors Fund, the Motion Picture and Television Fund, and the Actors Fund of Canada.

Matthew D. Loeb, International President of the IATSE said, “These charities have been assisting and supporting IATSE members and entertainment industry workers for a very long time. They understand the needs of these workers, and are perfectly situated to act as our partners to help those experiencing hardship caused by the current health crisis.”

The move comes amid a broad campaign for the union to support displaced members and entertainment workers in General. “We are actively investigating all possible courses of action that can help ensure the financial stability of members who have lost work as a result of this virus”. The IATSE is also working with employers on emergency measures and actively lobbying both the U.S. and Canadian federal governments to ensure that displaced entertainment workers are included in relief.

We encourage members to continue to take full advantage of the funding donated to all three charities, as a substantial portion of this aid is still available.

WARDROBE COSTUME CRAFT JANET CADMUS TALKS MASK MAKING AND SHARES HER COVID-19 STORY

I was in the middle of a move so not feeling rooted can be nerve-wracking but I’ve been staying isolated as much as possible and keeping myself occupied.

20-year Local 28 member, Janet Cadmus works as a Costume Crafts Artisan and Dyer. Her job is to create the look of the costume to align with the time period or setting of the world during that era.

“I love what I do. I handle the aging and dying breakdown for the actor’s costumes,” Cadmus says. “I’ve been doing this professionally for 22 years. I love creating a sketch and bringing it to 3D life.”

Since the pandemic hit Cadmus says she has been helping in the efforts with her Local by making masks.

“Hundreds of masks have been donated,” she says. “Elastic is gold right now. I’ve personally been able to donate over 75 masks.”

She says her Local distributes masks twice a week within the community and so far, they have donated masks to veteran facilities, an organization in Puerto Rico, bus drivers and grocery store workers.

“I love Local 28,” Cadmus says. “Becca Lewis is our Organizer and she has been coordinating how all the materials get to everyone in the safest way.”

Cadmus says if it wasn’t for her Local, she doesn’t know what she would do.

“Our Local has been very supportive,” she says. “We have a text group that keeps each other uplifted and provides encouragement during this time.”

“The executive team is working harder now than ever,” Cadmus says. “They have really stepped up and to have that anchor has been very helpful. It’s beautiful. The union is a chosen tribe, we’re a family.”
The Michigan Theater in Ann Arbor, Michigan might be closed - its screens dark, its marquee proclaiming Good Health to All" - but for Jared Van Eck, member of Local 395 and the theater’s Technical Director, the show must go on. Alongside colleagues, Jared has expanded his repertoire beyond just technical expertise and has helped develop and execute a series of virtual screenings of the silent movies with organ accompaniment that the Michigan Theater has long been known for.

Over the years, the Michigan Theater has built a reputation for its immersive screenings of silent films with live accompaniment on its historic Barton organ. Classics such as Nosferatu and Metropolis have in the past played to packed crowds in the theater’s beautiful main auditorium. Of course, that is currently not possible, so Jared has worked with the Michigan’s programming team to set up a series of virtual, organ-accompanied silent films, to keep patrons connected and to raise money for the theater.

“The organ is this piece of history,” Jared explains. “A lot of them got pulled out of their original theaters, and what makes the Michigan Theater so special is that we still have our original organ in its original home. It helped save the theater once, and it’s a great way to help keep the theater relevant with something unique and different right now.”

In early April, Jared teamed up with Michigan Theater head organist Andrew Rogers, to record an accompaniment for the first in what would become a series of virtual silent film screenings: Cecil B. DeMille’s The Ten Commandments. “He did not have a good computer or good internet,” Jared says. “So we worked together to outfit a computer with software that could record the organ score.”

“This first attempt was experimental, a proof-of-concept for virtual screenings of this kind. “It’s not perfect,” Jared says. “I don’t have an I.A.T.S.E. camera crew, I have a web camera and some decent microphones.” Since then the pair have streamlined their procedures, and were able to record the score for the latest screening, the 1920 German expressionist classic The Cabinet of Dr. Caligari, at the Michigan Theater.

At the same time, Jared is putting the finishing touches to his own project, The Motions of Stillness, a meditative experimental film shot in Ann Arbor during a surprise snowfall in April and scored with his own electronic music, that the Michigan Theater will screen at the end of May.

For Jared, this opportunity to add another element to his role at the theater has been a welcome one: “I’ve always been creative,” he says. “Since joining I.A.T.S.E. and becoming a projectionist and then Technical Director, it’s not like I’ve stopped being creative, it’s just a different form of creativity. And I’m so grateful to the Michigan Theater, you know? I’m helping with programming now, and adding another skillset to my bank, doing filmmaking and editing.”

Written by: Fionn Pooler
Greg Reeves is Vice President for Local 728 and has been a part of the union for twenty-five years. He works for CBS Studio Center and helps facilitate equipment and production for the studio. Reeves has worked on set for several television shows and has been the Assistant Chief Lighting Technician for three years.

“I was on a show that was ending and we didn’t even do the last show,” says Reeves. “I went from working an average 55 to 60 hours a week to instantly nothing.”

Reeves says it’s been 3 weeks so far since he has worked and he is just accepting the realization of everything. (He Exhales) “Everybody was trying to react in a way that made sense,” he says. “It felt like dominos.”

Reeves says although he is not going to production sets, he is still working.

“Everyday I go to my kitchen and I pull out my laptop and I begin my outreach,” he says. “I am checking on people daily. I feel like it’s my duty to do check-in’s, I text or call ten members a day.”

Reeves says it all started quickly.

“It began with one of the Local 728 members from the Young Workers Committee who started doing outreach, so I began doing my own form of outreach as well,” he explained.

Reeves says his Local has also launched a Peer to Peer Assistance Program concurrently with IATSE C.A.R.E.S.

“It’s been a powerful experience to take care of each other. We want to make sure all of our members essential needs are met,” he says. “If one member has too much food and another member needs food, we’re making a food delivery. This pandemic has shown us the importance of our bond. We welcome the responsibility to help each other.”

Reeves hopes that things will be able to go back to normal sooner than later, so members won’t be forced to drain their entire savings.

“I always just remind my fellow members to think of this moment as the worst job ever but it will end one day,” Reeves says. “That’s the positive outlook, that is the silver lining.”

COVID-19 essentially shut down all work in our jurisdiction. While I was away on a Broadway Tour, I watched from afar as the city of Austin cancelled SXSW, our Local’s largest month of work.

As a Hiring Hall registrant, Arebalo says he watched event after event cancel every day.

My show, Miss Saigon, was one of the last standing, it ended March 15th,” says Arebalo.

As a member of Local 205, Arebalo says his Local’s social media administrators jumped into action and began sharing news and resources, to both their Facebook page and Mutual Aid Group page, which currently stands 103 members strong and is still growing.

Due to all members not being on social media, Arebalo says the Local created a phone tree, which assigns each member 15 people to call and check in. This system was created to help members who needed assistance with filing for unemployment and additional financial resources.

Arebalo says the Phone Tree also helps members who might need help with food deliveries.

"COVID-19 has shown me our resourcefulness has been the key for helping each other in this time of need," says Arebalo. "It has exposed everyone’s vulnerability and I’m amazed at the amount of people that are sharing their resources and advice. It’s astounding."
HOLLYWOOD LOCALS DESIGN MASKS FOR FRONTLINE WORKERS & CONDUCT PPE TASK FORCE

Pictured here are UCLA medical staff rocking masks made by Hollywood Locals. These members also conducted a drive-through PPE task force of what will amount to between 40-50,000 total masks made and donated since the initiative began.

LOCAL 11 STEPS UP FOR FACE SHIELDS

IATSE Local 11 stagehands stepped up during the COVID-19 crisis by making 1100-1500 face shields a day, working the assembly line and delivering shields to protect front line workers. By mid-March, they were able to deliver face shields to over 150 facilities from Boston to Cape Cod, New York City, New Jersey, New Hampshire and even front-line workers in Arizona and New Mexico. The Local produced and delivered over 30,000 face shields. Bravo!
All of us at Union Plus are concerned about the impacts of Covid-19 across the labor movement and are aware that it has been especially devastating for IATSE members. To assist with your relief efforts for the membership, we are sending a $15,000 donation to The Actors Fund in support of IATSE members.

While many IATSE members have reached out to Union Plus and may be utilizing some of the resources and assistance that Union Plus can provide. Here are additional programs that Union Plus encourages IATSE members to take advantage of.

**Union Plus Hardship Assistance (eligibility required)**

IATSE members who currently have a Union Plus Mortgage, Credit Card, Personal Loan, or Supplemental Insurance product may be eligible for additional hardship assistance through the Mortgage Assistance Program and Union Plus Hardship Help. The Union Plus Mortgage Assistance Program provides interest-free loans and a $1,000 grant to help eligible members make mortgage payments when disabled, unemployed, furloughed, locked out or on strike. Union Plus Credit Card holders are eligible for a $300 job loss grant if they have been laid-off or furloughed for 45 days or more due to COVID-19. The eligibility criteria and application process can be found on the links Union Plus Hardship Help.

**College/Free College**

The Free College program is making available additional financial aid to members who may need additional assistance due to COVID-19 (the program itself is free, but aid is available to offset education related expenses). Info on Free College is here: https://www.unionplusfreecollege.org/

The Bachelor’s Completion program is also providing a free degree program for members who enroll for the summer term by May 18. The no-cost offer extends all the way through the completion of their degree. https://bachelorsdegree.unionplus.org/ Both of these programs are worth exploring for members considering retraining.

**Additional Resources**

We also have credit counseling services available and the credit counseling provider has collected useful resources and advice on managing household finances through this difficult time in this recorded webinar: https://www.unionplus.org/blog/consumer-tips/free-webinar-managing-your-money-during-coronavirus-pandemic

The MetLife Legal program is making available additional resources including free consultation and document review and access to a self-help library so members can get questions answered and also review and complete Wills, Powers of Attorney, Healthcare Directives and similar documents for free through July 31, 2020. https://www.unionplus.org/blog/consumer-tips/free-legal-document-review-and-consultations-through-july-31-2020

**Digital Communications Toolkit**

Finally, we have created a Digital Toolkit with resources available to help your communications team send information about these resources to your members if you would like to do so directly.

The health crisis has created economic hardship for millions of Americans. The scale of the challenge this country faces is enormous. We hope that these resources and assistance at least partially ease the pain for some members.

*In solidarity,*

*Mitch Stevens*

*President*
UNION STAGECRAFT TECHNICIANS RELEASE DESIGN TO AID IN TEMPORARY FIELD HOSPITAL IMPLEMENTATION

Philadelphia, PA — ETCP certified stagecraft technicians have created a design to bring life-saving utilities including lighting, individual power drops, and oxygen lines straight to hospital beds being constructed in temporary hospitals being constructed in live-event venues. The design was implemented Wednesday at the Liacouras Center in Philadelphia. This development comes as cities across the United States scramble to build temporary hospitals for both COVID and non-COVID patients.

“The design provided by the ETCP Certified IATSE technicians allows for the current Army Core of Engineers field design to be modified using entertainment technology to include the life sustaining utilities.” said Michael Barnes, IATSE International Vice President and President of the Philadelphia Stage Local 8.

Barnes continued, “No one is better prepared to solve a dilemma creatively than an entertainment industry professional. ETCP Certified technicians are very well-versed in setting up large volumes of equipment for touring shows in under 12 hours. If we can spread the word that this is a possibility, our hope is that technicians in other communities will have the same opportunity.”

IATSE members and ETCP Certified Technicians continue to be available to work with the Army Corps of Engineers and FEMA in arenas and convention centers throughout the country, converting these facilities to field hospitals in response to the COVID-19 crisis.

The Entertainment Technician Certification Program (ETCP) focuses on disciplines that directly affect the health and safety of crews, performers, and audiences. You may become certified through ETCP in the following areas: Rigger – Arena, Rigger – Theatre, Entertainment Electrician and Portable Power Distribution Technician. Now considered ETCP Essential Personnel, candidates may begin testing immediately. Applications may be found at: etcp.estac.org

Setting the stage for safety.
**CORONAVIRUS (COVID-19) TIPS**

**SYMPTOMS** Individuals with COVID-19 should not work. The most common symptoms of COVID-19 are fever, cough, and shortness of breath. However, other symptoms may include sore throat, fatigue, muscle aches and pains, and decreased appetite. COVID-19 is primarily spread through person-to-person contact.

**STAY HEALTHY**

- Wash your hands throughout the day with soap & water for 20 seconds, including at the beginning, during, & end of your work call and before & after meal breaks. Wash your hands after using the restroom. Hand sanitizer is recommended if washing with soap is not available. Hand sanitizer is not effective on heavily soiled hands.
- Cough and sneeze into tissues (or elbows if needed) and immediately dispose of tissues.
- To the degree possible, maintain 6 feet/2 metres of distance between coworkers & avoid close physical contact, such as shaking hands.
- Wear disposable gloves, a face covering (mask), and other PPE as recommended for your duties AND when unable to maintain a distance of 6 feet/2 metres apart from others AND when interacting with the public.
- Avoid touching your mouth, nose, and eyes.
- Disinfect personal objects you need to bring to your job, such as cell phones, keys, and tools.
- Do not share tools and equipment before sanitizing them.

**PREVENT THE SPREAD OF COVID-19**

- Do your part to regularly clean & disinfect surfaces that you frequently touch such as doorknobs, handles, tables, and shared equipment such as tools and vehicles. Wash hands for 20 seconds with soap & water after cleaning.
- Open windows and doors to increase fresh air in rooms and hallways whenever possible.
- To the degree possible, stagger the use of common areas, such as breakrooms, trucks and trailers, and dressing areas.
- If you are sick with COVID-19 symptoms, you should not go to work. Call your doctor, or, in case of a health emergency, call 911 and notify the 911 operator of any COVID-19 symptoms.
- If you suspect that you may have had contact with someone with COVID-19, let your supervisor know immediately.
- If you or a family member test positive for COVID-19, follow your doctor’s orders.

**RESOURCES**

If any worker has a specific health/safety concern in their workplace, report it via our Safety Info App, available on iOS, and Play Store, or by talking to your Local Union.

Stay informed with the latest recommendations:

Additional guidance on occupational health & safety [https://www.osha.gov/SLTC/covid-19/](https://www.osha.gov/SLTC/covid-19/)


Canadian Centre for Occupational Health & Safety: [https://www.ccohs.ca/products/publications/covid19/](https://www.ccohs.ca/products/publications/covid19/)

For safety training, visit: [https://www.iatsetrainingtrust.org/](https://www.iatsetrainingtrust.org/)

[https://iatsecares.org/resources/](https://iatsecares.org/resources/)
The Low Budget Theatrical Agreement (LBA) negotiations began like most negotiations in the Motion Picture and Television Department; we solicited proposals from all MPTV Locals across North America and President Loeb appointed a bargaining committee representative of the areas where work under this agreement is being produced.

Once the two hundred plus proposals were collected and an initial list was made, the committee met to formulate our core priorities. These boiled down to improved quality of life provisions (including clarifying and correcting issues that had been dealt with over the past few years), increasing wages and benefits, and correcting long-standing wage inequities in various classifications.

This contract has traditionally been used as a launching pad for some of our best contract gains in other national and large-scale agreements. Ten-hour turnaround, triple time after fifteen hours worked, and expanded non-discrimination language – all were first achieved in the LBA.

Negotiations were held during the second week of November, 2019 at the West Coast Office. The LBA representatives who attended ran the gamut from very small production companies to larger-scale producers, representing a variety of low budget movies.

At the beginning, the committee made it clear that we needed to address issues like wage parity, further increase protections for the safety of our members (whether it be long work hours or discrimination from leadership) and increase money in our members’ pockets.

For their part, the producers laid out their priorities: they wanted huge tier increases, unlimited and expanded interchange of job duties within the technical and stagecraft departments, and the creation of “nearby hires”, all while protecting double time after 14 hours worked. They lamented that we had negotiated a $1.50 per hour benefit increase into the MPIPHP during the life of their existing agreement due to our negotiations with the AMPTP for the Basic Agreement. This increase they had no say in, and had to adjust to, and – along with the yearly percentage increase in wages - their budgets were becoming unmanageable within the framework of the agreement. Add to this the fact that the ultra-low tier had not increased in over six years and they were concerned that they would be unable to produce this content in North America. Unmoved, we made it very clear that if they wanted any adjustment whatsoever to budgets, we would have to see many gains on our side of the ledger.

After the dust settled, our gains were many, and some groundbreaking. We now have a 12-hour turnaround that occurs after a seven-day workweek. This recognizes the toll that such a run of days has on the crew, regardless of how long each of those workdays are. Rides and rooms after 14 hours worked are now accessible upon request, and non-deductible breakfasts were clarified to be one hour before or after regular crew call, and can be up to 30 minutes long. Off-production crew, who had sometimes been told they couldn’t eat with the on-production crew and must find their own meals, will now be provided meals if on the same site at the same time as the shooting crew.
Cancellation of call was vastly improved; before, production had until the end of a work shift. Now they must cancel prior to 5:00 p.m. and call times for the following day must be issued before general crew dismissal. These practical solutions were borne out of real-world issues that the Locals brought to the bargaining committee.

When you have a contract with wages that reflect the low-budget nature of the work, how do you increase money in people’s pockets? Some examples, in addition to percentage wage increases: we eliminated the 4-hour minimum for prep and wrap days; it is now an 8 hour minimum for all work. Also, double time will now commence after 13 hours. This means larger paychecks and limit the abuse of long days. As many 2020 budgets are locked already, this provision will phase in during the life of the agreement. For tiers 2 and 3, beginning in year 2, double time will commence after 13 hours worked and for ultra-low budget and tier 1, this will go into effect in year 3. Combined with the 3% wage increase, this 1-hour gain will increase wages up to 6% when a day is longer than 13 hours.

We also achieved outsized wage increases in important areas. Beyond the 3% in each year of the agreement, for ultra-low budget projects, the minimum has increased 25%.

Perhaps most notable is that major progress was made in addressing wage parity in various classifications. A longstanding disparity between hair and makeup artists, two positions that work side by side but have had a noticeable difference in wages across most of our Majors Agreements, has finally been corrected in a national agreement. Makeup and Hair will be paid at the higher Makeup Artist rate. Also, wages for Production Coordinators and Assistant Production Coordinators, two chronically underpaid positions, have been increased significantly.

Script Supervisors now have at least two days of script prep guaranteed and timing of scripts is separate and in addition to those two days.

For those working outside of states with strong non-discrimination laws, the language was strengthened and there is clear, enforceable dispute resolution language.

The Locals brought to us proposals involving safety after clashing with productions repeatedly. A safety hotline, whether the employers’ or the union’s, shall be included with start paperwork, on set and on call sheets. When we return to work with new COVID-19 safety provisions in place, clear and available safety reporting will play a crucial role in protecting our members. Also, any safety reports prepared by an environmental consultant shall be provided to the union. In the past, obtaining this information was a time-consuming task for the Locals.

It was clarified and confirmed that Coordinators performing traditionally covered work are covered, regardless of department. Also, any time the Industry Experience Roster does not apply, the Employer will give first consideration to a list provided by the affected Local. This protects our jurisdiction and puts the names of union members front and center during the hiring process.

Finally, it will be codified in the contract that the crew will not be required to cross a lawful picket line.

What did the employers achieve? The list is short: weather permitting cancellation of call language from the ASA, weekly employees may be prorated at the beginning and end of production (or employment), and sick leave provisions and Canadian holiday swaps are consistent with the Basic and other Majors’ Agreements. To address issues of diversity and the inclusion of under-represented demographics, one person per production may be hired, in consultation with the affected Local, from a bonafide training program.

As with most negotiations, compromise allowed both parties to thrive.

After three days, it was clear from the long laundry list of pluses on our
In late 2019, President Loeb appointed a bargaining committee of West Coast Studio Locals, Studio Mechanics and New York Production Local leaders to bargain with Netflix for a stand-alone National Agreement. Netflix expressed interest in an IATSE-Netflix Agreement that aligns with their business model more effectively than the numerous existing agreements which are often unwieldy. For years, the IA has been working to simplify the agreements so that they are user friendly for all of us.

The IATSE agreed to enter these negotiations for various strategic and economic reasons including a desire to focus on certain key improvements in working conditions at Netflix. This does not mean making an agreement at any cost. We have started from a position that the current Basic, Area Standards and New York Majors are the foundation on which to build a more effective, efficient and member friendly agreement.

So far, we have had two rounds of discussions with Netflix in an effort to reach a single, national agreement to cover work on all of their streaming product. While the industry waits to resume when it is safe to do so, it seems an opportune moment to update you about what has transpired so far, our current focus and the possible next steps.

We are fully aware of the importance of this agreement and the precedents it will establish. All of the old distribution models are being rendered irrelevant by new ones, and potentially hastened by the pandemic. Fair wages, sustainable pension and health benefits, safe working conditions, appropriate staffing as well as trade and craft jurisdiction must be the foundation of any equitable agreement with Netflix which recognizes that the creativity, skill and expertise of IATSE craftspeople is integral to their success and value.

The negotiation process is challenging in the best of circumstances, but in this case, it is especially complex because of the ultimate goal: improving the lives of members working under this agreement while condensing the numerous contracts that currently apply into a single document that is both easier to administer and more accessible to members. This must be done without sacrificing our hard-fought terms and conditions in any agreement reached.

As with any negotiation, however, there are complex calculations that don’t lend themselves to simple explanations. Misinformation and fearmongering only strengthen the employer. Facts are what should drive our decisions.

To date, we have held six sessions with the company: October 29-31, 2019 and February 11-13, 2020. We had scheduled to return to the table in May but due to COVID-19, further dates are being considered at this time.

Both parties developed and presented comprehensive proposals that began to clarify the areas which will require significant attention, including the vast array of classification and benefits structures around the country.

We continue to make steady progress on various provisions, but the most difficult discussions and decisions are still in front of us.

Because Netflix has produced under the Basic, East Coast and Area Standards Agreements, and will continue to do so, we are not up against a hard deadline.

There are no guarantees about the ultimate outcome of this process, but it would be a missed opportunity if we didn’t take a real shot at defining our own future. Our goal is for this contract to recognize and reflect every IA member’s contribution to the success of the industry and to create a modern template that serves us far into the future.
In late March, when the U.S. Congress was considering the Coronavirus Aid, Relief, and Economic Security (CARES) Act, there was a serious risk that tens of thousands of suddenly laid-off IATSE members would be left out in the cold, because unemployment insurance programs have traditionally failed to address the needs of entertainment industry workers.

But when the CARES Act passed, it made IATSE members fully eligible for unemployment compensation — and with an added $600/week over and above state benefit levels. Even those with scheduled or offered work that had been shut down due to the COVID-19 pandemic were included.

In California, IATSE members were not receiving credits for unemployment insurance, disability, and paid family and sick leave programs when they worked on projects that took them out of state. But in 2019, the state legislature passed and Gov. Gavin Newsom (D) signed a bill requiring all employers to continue participation in these programs for every California resident working elsewhere — a game changer for thousands.

In Louisiana, many IATSE members were thrown out of work after then-Gov. Bobby Jindal (R) repealed the state’s Motion Picture Tax Credit in 2015. But when his successor, Gov. John Bel Edwards (D), restored the credit, and included extra incentives for hiring state residents, motion picture production increased by 200 percent and members were back on the set.

None of these victories happened by accident or luck. They were the direct result of IATSE’s supercharged political and legislative action program.

The CARES Act victory took place after IATSE members across the U.S. played an important role in winning a pro-worker House majority in 2018 — and after members and allies sent a whopping 107,000 letters to Congress urging lawmakers to include displaced entertainment workers in the next legislative relief package.

The California victory was the result of an intensive, sustained effort by the California IATSE Council, which has been mobilizing its 50,000 members to make their voices heard in Sacramento and Washington, D.C. since its founding in 2012.

The Louisiana victory occurred after IATSE members helped spearhead Gov. Edwards’ election in 2015 and re-election in 2019, and engaged in an all-out grassroots lobbying effort under the banner, “Film = Jobs.”

As IATSE International President Matthew Loeb says, “Elections matter.” For IATSE members, getting the right people elected and then pressuring them to do the right thing in office
can mean the difference between work and joblessness. Between health and retirement security and insecurity. Between strong contracts and weakened bargaining leverage. Between safe sets and the threat of illness or injury on the job. Between generous unemployment benefits in the midst of an unprecedented crisis and being on the verge of destitution and bankruptcy.

That’s why President Loeb has made it a top priority to beef up the Political and Legislative Department, and why he issued a directive that every local union identify a political coordinator to serve as the point of contact for legislative and election-related issues.

These institutional capabilities position IATSE to have a powerful influence on the 2020 elections — but only if more members than ever participate in their Locals’ political action efforts.

Even before the COVID-19 pandemic decimated the public health, the economy, and members’ employment, the 2020 election was shaping up as the most pivotal in most people’s lifetimes. The presidency is up for grabs and the current Administration’s relentless attacks on workers, their unions and collective bargaining rights pose an unprecedented threat to members’ well-being and the labor movement’s very survival. Control of the Senate — and with it, the power to confirm Supreme Court Justices, Judges, and key agency positions, such as members of the National Labor Relations Board (NLRB) — is at stake. The House majority, which has passed hundreds of pro-worker bills in the past eighteen months, is at risk. And many governorships and state legislatures will be decided as well, with the winners gaining the power to redraw congressional and state legislative districts following the 2020 Census — thereby determining the course of politics for the next decade.

But now, these stakes have risen into the stratosphere, with people’s very lives on the line. The long-delayed and now-chaotic federal response to the worst pandemic in 102 years has resulted in needless death and suffering. The shutdown of the economy has hit the entertainment industry harder than any other, along with hospitality and travel. The ability to safely reopen live theater, trade shows, conventions, sports broadcasts, and motion picture and television productions — without subjecting members to the risk of infection — will depend on authorities’ success in developing testing, contract tracing capabilities, proper occupational protocols for each workplace, more effective treatments, and ultimately, a vaccine. And that, in turn, depends on having the right decision-makers in power at the federal, state and local levels.

In each election over the past decade, growing numbers of IATSE members have volunteered in political outreach efforts and donated to IATSE PAC. But with members’ lives and livelihoods hanging in the balance, IA member activism must reach new heights.

DEVELOPING THE NATIONAL ROAD MAP

While IATSE’s political and legislative action efforts are implemented by district councils and local unions, the International’s Political and Legislative Department provides the coordination, training and resources to empower them to new levels of effectiveness.

This year, the Department produced the 2020 IATSE Federal Issue agenda, focusing on passing the Protecting the Right to Organize (PRO) Act expanding collective bargaining, enforcing strong copyright laws to protect creative content, defending members’ health care and pension benefit funds, preserving funding for the arts, and restoring tax fairness for union creative professionals. So far, the House has passed the PRO Act and the Butch Lewis Act, which would shore up multiemployer pension plans. However, like most legislation passed by the House in this session of Congress, Majority Leader Mitch McConnell (R) has blocked all action in the U.S. Senate. He even embraces the label, “Grim Reaper.”

The moment the Coronavirus pandemic hit, the Political and Legislative Department instantly moved to mobilize members to ensure that their needs were addressed in the CARES Act, as noted previously. As this article was being written, IATSE was
fighting to ensure that subsequent COVID-19 relief legislation includes pension relief, affordable health care for laid-off workers, economic support for the entertainment industry to put people back to work, and strong workplace safety standards, including personal protective equipment.

Above all, the Department continues to mobilize for the November 3rd general election. “We’ve put the infrastructure in place to empower our members around the U.S. to run strong political programs,” said IATSE Political/Legislative Director Tyler McIntosh. “We’re providing the resources and tools to help them successfully communicate key messages around the importance of the election and to encourage activism in registering voters, engaging members politically, and getting out the vote.”

These tools include fact sheets on IATSE PAC, how to establish local union voter registration programs, and state-by-state election information.

“We’ve rolled out a 2020 election year timeline of political activism,” McIntosh said. “It highlights all the specific political activities members should undertake between now and election day. It discusses everything from how to host voter registration drives to joining State Federation and Central Labor Council efforts, from increasing participation in IATSE PAC to engaging with the campaigns of endorsed candidates. It contains a road map covering all the pieces like canvassing, phone banking and making plans to vote. While many Locals already have very sophisticated programs in place, we hope this will be helpful to those working to gear up their efforts.”

He emphasized that the Department is now revising this road map in response to the COVID-19 pandemic. Door-to-door canvassing may not be possible or advisable this fall. Centralized phone banks may have to become at-home phone banks. Rallies and other events may move online. Texting will become even more integrated into campaign strategies. Social media will continue to gain greater importance. And get-out-the-vote tactics will need to be adapted to an expected large increase in voting by mail (though Locals in Washington, Oregon, Colorado, Utah, Hawaii and California have ample experience here).

Furthermore, the Department launched a new IATSE PAC website, including a portal for member support and a clearinghouse of all the political resources available to IATSE members. “Every single member has the ability to be active,” McIntosh said, “and we want to ensure they have everything they need to make that possible.”

In fact, many IATSE local unions and district councils keep setting new standards for political and legislative action, achieving victories that have a direct, positive impact on the lives of members. What follows are highlights of some of their achievements and how they are gearing up for this historic election.

GOLDEN STATE SETS THE GOLD STANDARD

As the national hub of the motion picture industry and home to more members than any other state, California has always been central to IATSE’s political and legislative action efforts. To maximize the IA’s clout in the state legislature and the state’s delegation to Congress, seventeen local unions joined together in 2012 to form the California IATSE Council (CIC).

Early CIC victories included a two-year extension of the California Film and Television Tax Credit Program in 2012 and passage of AB 1839 in 2014, which more than tripled the program’s size — and made job creation, rather than a lottery, the determinant for which productions receive the credit.

“After the success of 2014, we realized we had the ability to punch above our weight class,” said IATSE International Vice President and CIC President Thom Davis. “We went on from there to win passage of bills providing paid sick leave for our members and other workers, and promoting job retention in the Motion Picture Industry.”

“EVERY SINGLE MEMBER HAS THE ABILITY TO BE ACTIVE, AND WE WANT TO ENSURE THEY HAVE EVERYTHING THEY NEED TO MAKE THAT POSSIBLE.”

TYLER MCINTOSH
IATSE POLITICAL/LEGISLATIVE DIRECTOR
Each year, we pick at least one piece of legislation important to our members,” he said, “and we wage our campaign in conjunction with the California Labor Federation. For example, in 2015, we took on surprise billing by out-of-network doctors and we won. That was a really big lift and it helped a lot of our members, not to mention millions of other Californians."

Other advances include bills establishing transparency in drug prices, protecting workers from sexual harassment, limiting businesses’ ability to classify workers as independent contractors, and, as noted previously, ensuring full benefits for traveling workers.

In addition, the CIC worked with the California Economic Development Department last year to add job classifications matching IA members’ work to the online unemployment insurance application. Before then, members were finding it confusing to apply because the job categories bore no resemblance to entertainment industry crafts. While this outreach was done at the regulatory level, the CIC’s political clout and goodwill made the victory possible.

“The reason the CIC has been so successful is we’re member driven,” Davis said. “We know that the best spokespeople and the best lobbyists are our members who can tell their own real-life stories. We make it personal — to the point that only most cold-hearted Republicans will say no.”

“Our union representatives make a point of establishing good working relationships with legislators,” he explained, “but you only use that as an introduction in meetings. They turn it over to the members to do the talking. That creates a dialogue that has a powerful impact.

“When members are engaged, when they attend meetings, when they go to Sacramento, they see first-hand how voting works, how lobbying works, and how much their participation makes a difference,” Davis added. “That creates a buzz within the entire membership and then we get calls from other members asking what they can do.”

He noted that one reason for the CIC’s success is its close relationship with the Service Employees, Electrical Workers, Teamsters, Building Trades and the entire California labor movement. “We keep an eye out for other unions’ priorities and make a point of offering help when we can give it,” Davis said. “That builds a lot of goodwill. And whenever we need their help on a bill specific to our members’ needs, we know they’ve got our backs.”

All seventeen CIC Locals are undertaking programs to educate and mobilize members in this year’s elections. While California is not a presidential battleground state, priority 2020 races include the candidacies of two strong IATSE allies: State Assemblywoman Christy Smith (D), who is running for Congress in the 25th District just north of the Los Angeles; and former state Senate President pro Tempore Kevin de León (D), who is running for Los Angeles City Council.

In these and other key races, the CIC and its local unions will conduct phone and text banking (likely from home), and distribute several mailings discussing what endorsed candidates have done — and will do if elected — to improve the lives of IA members.

“My father, who worked for a union in another industry, always told me that a union representative’s job to is to represent
the members even if it’s beyond the contract,” Davis said. “That always made sense to me, because what happens in our cities, counties, Sacramento and Washington, D.C. often has as much or more impact on our members’ lives than their collective bargaining agreements.”

**FILM = JOBS IN LOUISIANA**

Based in New Orleans, Local 478, representing motion picture crews and related crafts, is Louisiana’s largest IATSE Local with 1,500 members. And under the direction of International Vice President and President of Local 478, Phil LoCicero and Business Agent Cory Parker, has developed a model political and legislative program over the past five years.

A key to their recent success is the central role they played in helping to elect Gov. John Bel Edwards (D) in 2015 and 2019. With many members jobless after Edwards’ predecessor killed the Motion Picture Tax Credit, they mobilized to ensure that a pro-worker, pro-motion picture industry leader would occupy the governor’s mansion. Working as part of the Louisiana Film and Entertainment Association, which also includes IATSE Locals 161, 600 and 798, they were rewarded when he reinstated the credit and employment boomed once more.

“We helped out with call centers, put up signage, knocked on doors, did social media, sent emails, and tried multiple ways to reach out and remind people to register to vote and the importance of this election,” Parker said. “It was a complete team effort across the board to educate our members of the certainty we had with this governor and his support of our jobs.”

“We hammered home how film-friendly Gov. Edwards is,” LoCicero said. “And we developed a great relationship. He

**HAVING VALUE IN YOUR VOICE**

Dave Whatley joined IATSE Local 478 in 2008. Working as a sculptor, plasterer, mold maker and scenic artist, he gradually became more interested in the affairs of his union. As he started to get involved and attend meetings, it had a profound impact on him.

“I found my union a true place to have an actual voice,” he said. “I saw that my brothers and sisters had similar ideas about helping out our communities and working to make our labor force stronger in terms of equality and better wages and benefits. The more involved I got, the more I realized that in unity, we all have a strong voice.”

Whatley kept becoming more active, joining the Local 478 disaster response team during the catastrophic Baton Rouge floods in 2016. “We got a lot of food and supplies where they were needed and helped people rebuild,” he said. “Soon after that, I realized I could help out more, so I ran for Sergeant-at-Arms. It became kind of a passion for me to think about how important labor is, how important each individual is, and how important our bond is.”

It was only natural, then, that Whatley became one of Local 478’s top political volunteers and played a key role in IATSE’s efforts to re-elect Louisiana Gov. John Bel Edwards last year. He and Local 478 President Phil LoCicero spent a day going to union members’ houses, knocking on doors and talking with them about the importance of the election. “John Bel Edwards is really good for IATSE and Local 478 and film in our state,” Whatley said. “Everything he says is pro-union and he backs it up with action. It was great getting to meet different people from all these unions, like teachers, electricians and steelworkers. It was a positive experience across the board.

“It really brought home the importance of having someone in office who is sticking up for our work, and for the worker in general,” he noted. “Because when you do that, you stick up for other policies like equality, better health care and fair wages. But it’s up to us to get good people like our governor elected. Each member has value in their voice. Each member has something to contribute.”

For Whatley, the stakes involved in the 2020 election were sky-high even before the COVID-19 pandemic caused unprecedented layoffs. The terrible hardship, dislocation and uncertainty members face today only increase the importance of electing pro-worker, pro-IATSE officials at all levels of government. That’s why he plans to reach out to voters this fall – by foot, if possible, and by phone, text and other means if not – to elect allies to office. “It’s never been more important to have people in office who are going to fight for us,” he said. “Which means we’ve all got to do our part to help them win.”
would call us and ask us to come to his office and talk, and he would tell us which legislators were on the fence on the tax credit. We’ve enjoyed an open door with him, and we also owe a lot of thanks to Louisiana AFL-CIO President Louis Reine who mobilized the entire labor movement on our behalf.

“Our messaging across the board was simple and powerful: It’s about jobs,” Parker said. “We produced thousands of bumper stickers with the message ‘Film = Jobs.’ They were on everyone’s cars. And during the tax credit debate, we produced books and delivered them to every legislator, showing all the different people whose jobs depend on the local motion picture industry — not just our members, but the hotels, paint companies, caterers and more. This had a huge impact, too.”

“‘We took legislators on set visits,’ he added. ‘This really brought home to them the powerful impact the industry has. In fact, we brought a legislator who was one of the loudest voices against our industry and his family to a large production film set, where he saw friends, neighbors and constituents hard at work. Not only did we change his mind — he’s now one of our strongest advocates.’

This year, Local 478 has worked hard from the very start to educate fifty-five new state legislators who were just elected in 2019. And it is gearing up for the 2020 elections.

“We make clear to our members, it’s not about the party, it’s about your jobs,” LoCicero said. “We just look at where the candidates stand on our members’ jobs and union rights. We have no problem backing Republicans who stand with us. For example, we endorsed Lt. Gov. Billy Nungesser (R), because he’s pro-film and an ambassador for tourism in Louisiana. So did the state AFL-CIO.”

“In 2020, we’re building on what we did in the 2019 state elections,” LoCicero said. “Louisiana’s a red state and we might not be able to change which presidential candidate gets its Electoral College votes, but we can and will educate our members about the dangers of continuing down the same anti-union road this administration has been following. And with the COVID-19 pandemic devastating our members’ jobs and threatening their health, we’re certainly going to talk about which candidates have the best plans to get us out of this mess.”
LOCAL 2 SECOND TO NONE IN ILLINOIS

For more than a decade, IATSE Local 2 in Chicago has worked to develop an active, intensive political action program. It accelerated in 2011, with President Loeb’s counsel, as Local 2 played a key role in helping to elect Mayor Rahm Emanuel (D), who was very supportive of the city’s theater, convention, trade show, and motion picture production industries. “President Loeb stressed and taught the importance of political activism which gave us needed tools to become more politically relevant,” said International Vice President and Local 2 Business Agent Craig Carlson.

In 2018, Local Two put its full force behind the candidacy of J.B. Pritzker (D) for Governor of Illinois, in collaboration with Locals 110, 476, 750 and 769. “He phoned to ask what we thought of him running and what issues were of most concern to labor,” Carlson said. “His sincerity in wanting to help people was obvious at the onset. So together with our sister Locals, we knocked on doors, staffed phone banks, crewed and attended rallies, and distributed leaflets on election day. It was a great feeling when the media reported his resounding victory over Illinois’ most anti-labor governor ever within minutes of the polls closing.”

“Showing first-hand the impact of elections on our members’ lives, Gov. Pritzker made more progress for working people in his first legislative session than had been made in Illinois in more than thirty years,” Carlson said. “He immediately extended Illinois’ motion picture and live theater tax credit, signed the strongest pro-worker post-Janus bill in the United States, and he continues to be a staunch advocate of organized labor.”

Local 2’s political success is based on member activism. “Virtually the entire Local 2 membership gets involved in one way or the other, between phone banks, walks, leaflets, setting up rallies, and IATSE PAC contributions,” he noted. Carlson added that no one is more active than 40-year Local 2 member Brad Stephens, a Republican, who serves as Mayor of Rosemont and as a State Representative. “As you’d expect from an IA member, he shares our pro-worker values and has made crucial votes on our behalf in the Illinois’ legislature,” Carlson said.

In the 2020 election, Local 2 is working for pro-labor candidates at the local, state and federal levels, with a special emphasis on re-electing several freshman U.S. Representatives who won in districts previously held by anti-worker extremists. “We work closely with the Illinois AFL-CIO, Chicago Federation of Labor, Illinois House Speaker Michael Madigan and the state Democratic Party,” Carlson said. “We phone bank, have voter registration drives and IATSE PAC contribution drives, blast emails, and we post useful information on our website. And we discuss the dynamics between political relevance, jurisdiction, meaningful collective bargaining agreements, and funded benefit plans at virtually every Executive Board and General Membership Meeting.”

Some election tactics will likely be altered by the Coronavirus pandemic but Local 2’s core objectives and strategies will remain the same. “COVID-19 crisis or not, taking care of our members will always be our number one priority,” Carlson said. “The portions of the ‘CARES ACT’ which provide members tremendous support through this crisis are a direct result of President Loeb’s cultivation of IATSE’s political activism. Our members realize its importance and are proud that Local 2 plays a strong role in these efforts.”
“The crisis has better illuminated the fact that elections have consequences,” he added. “The economic impact of COVID-19 has been brutal, despite our success with the ‘CARES Act.’ Our focus initially will pivot to a more boots on the ground type of support and we’ll increase financial support as we recover from the economic setback created by COVID-19. Nonetheless, our political action plans remain in place and we will remain focused on helping like-minded politicians.”

CHILLIN’ AND GRILLIN’ VIRTUALLY IN NORTH CAROLINA

Covering Alabama, Georgia, Louisiana, Mississippi, North Carolina, South Carolina and Tennessee, IATSE District Seven operates exclusively in “right to work” states where anti-union forces tend to dominate politically. But for International Trustee and District Seven Secretary-Treasurer Andrew “Roo” Oyaas, that’s not an insurmountable obstacle — it’s just another challenge to meet.

Working to build up each local union’s political capabilities within his district, Oyaas is focusing this year on elections in his home state of North Carolina, where he also serves as Local 491 Secretary-Treasurer. “We’ve got very strong programs among our Locals in Louisiana and Georgia, so my energies are going to be devoted to North Carolina, which I think is a linchpin state when it comes to the presidential, Senate and House elections,” he said.

Working closely with Local 322 in Charlotte, Local 574 in Greensboro, and the state AFL-CIO, his Local intends to release several staff members to work exclusively on political action through November 3rd.

“Right now, we’re starting with voter registration,” he said. “We’re spreading the message in our Local and across District Seven that registration is the key to the election. You can’t vote if you’re not registered, so we can’t be sitting on the sidelines now.”

As in Louisiana, “Film = Jobs” has been the central message in North Carolina for a decade — one that now has even more relevance amid the economic devastation of the COVID-19 pandemic. “We’re keeping tabs on how our legislators are responding to our needs,” Oyaas said. “If you put labor down, if you get in the way of our members’ receiving unemployment compensation, we’re going to remind our members that you are not our friend. All politics is local — it flows from the bottom up, not the top down, and we’re going to make sure our members have the information they need to hold our elected officials accountable.”

Oyaas noted that the pandemic will require some changes in election outreach tactics. For example, in 2018, Local 491 hosted a “Chillin’ and Grillin’” cookout at its union hall every Saturday for members after they went out and canvassed in the campaign. If the cookout and the door-knocking are not possible this fall, they will focus on phones, texts, emails and social media messaging.

“Everything’s fluid now,” Oyaas said. “Local 491 is small and spread out, so we’re going to focus our efforts on reaching the broader labor population, working with the State Federation and our Central Labor Councils, while releasing staff to run the program in the larger markets. Above all, we’re going to empower and inspire our members to get involved, because together, we can make a huge difference in electing leaders who will fight for our interests.”

ASKING AND ANSWERING IN OREGON

With 237 members, Local 28 in Portland, Oregon, is a smaller Local. But as a political force, it has been punching far above its weight for years. The reason is member activism. In fact, Local 28 has been recognized by the Oregon AFL-CIO for having more than twenty percent participation in its election year programs. And two members won the state federation’s top prizes for having the most volunteer shifts in a campaign season.
Driving this exceptionally high rate of political involvement is Rose Etta Venetucci, a 30-year IATSE member who serves as Local 28’s Business Agent and District One’s Political Coordinator. “I tell my members, activism isn’t a dirty word,” she said. “Activism isn’t all political. Everyone has something they can do.

“The key is,” she said, “you just have to ask. And you have to ask in the right way. Before you do the harder asks for phone banking and door knocking, plan a fun activity or event. For example, District One has been participating in National Donut Day every year. We go to worksites bringing union-made donuts, often with the IATSE logo, and we talk with members about how political action makes a direct difference in their lives.”

“Every single member can be given an opportunity to do something,” Venetucci noted. “You match members with what they can do, whether it’s volunteering to serve on a committee, calling a member who is isolated, giving a ride to a union meeting, sewing masks, doing phone banks, holding a banner, serving food to needy children, donating toys, visiting a member in the hospital, delivering toilet paper during a pandemic, or even taking out the trash and recycling at the union office.

If someone doesn’t want to knock on doors, maybe they can come along and run the minivan app. If someone doesn’t want to phone bank, maybe they’ll like text banking.”

In past years, this inclusive approach has led important election victories, most notably in winning approval of the Yes for Healthcare ballot initiative (Measure 101), which saved Oregon’s expansion of Medicaid under the Affordable Care Act. Local 28 conducted multiple phone and text banks to help pass this critical referendum. “People have this misperception that because Oregon is a blue presidential state that we’ve got it easy,” Venetucci said. “In reality, we’ve got plenty of powerful right-wing forces in our states, ranging from corporate billionaires to religious extremists. We’ve got to fight as hard as we can for every possible gain.”

For the 2020 elections, Local 28 and District One aim to have 100 percent of members and their families registered to vote — and they are reminding members to check their registration status and update their addresses if they have moved. Local 28 and District One have also set a goal that 50 percent of all members will contribute to IATSE PAC. “A lot of people in the Northwest have this attitude that politics is distasteful and, sure, no one likes money in politics, but we have to operate in the real world and it costs money to get things done,” Venetucci said. “The fact is, our PAC money amplifies our voices. And if you’re someone who isn’t comfortable talking politics one on one, giving to the PAC ensures it speaks for you.”

With Oregon and Washington using universal vote-by-mail since 2000 and 2006, respectively, District One has a wealth of experience that other IATSE Districts and local unions should tap into if their states expand mail-in ballots this fall. “We send regular reminders to members, first about registration status and update their addresses if they have moved. Local 28 and District One have also set a goal that 50 percent of all members will contribute to IATSE PAC. “A lot of people in the Northwest have this attitude that politics is distasteful and, sure, no one likes money in politics, but we have to operate in the real world and it costs money to get things done,” Venetucci explained. “We hold drop parties where everyone can turn in their ballots and then go out for drinks, though we might not able to do that this fall. Then, we do an all-out push on social media, where members who’ve submitted their ballots post photos of them putting their ballots in boxes and wearing ‘I voted’ stickers. The more, the better.”

“Most of all, we’re continually talking with members and reminding them how important it is to participate and to elect leaders who actually care about human beings, something we...
sadly cannot take for granted these days,” Venetucci said. “From our Local Officer Elections up to the President of the United States, it’s not a popularity contest. We need to elect leaders who listen, work with us, amplify our voices, and take care of all humans.”

“Unions are a group of people taking care of the family,” she added. “We may not like each other or agree on everything but we work together for the best of the majority — and we include everyone. We all stand together. We all hold each other up. That little bit of money we pay for our dues and that little bit of money we donate to our PAC, that takes care of all of us. Be proud to give.”

**ELECTIONS MATTER**

It’s always been true that every gain IATSE members make at the bargaining table can be taken away at the ballot box. So elections have always had huge stakes for stagehands. But these stakes have hit record highs in 2020, due to the worst pandemic since 1918, the worst recession since the Great Depression, and pivotal elections for President, the U.S. Senate, the U.S. House, Governors and State Legislators. Everything the Alliance has built for its members in its 127 years hangs in the balance. And every member has a responsibility to take action.

“You get out of your union what you put into it,” said International President Matthew Loeb. “And that goes double for political action. If not for the 107,000 letters sent by our members and our allies, many members laid off due to the COVID-19 pandemic wouldn’t be receiving unemployment benefits today. If not for our continued aggressive action, many other urgent priorities, such as protecting our pension plans and preserving access to affordable, quality health care would be even be on the table. Everything from our members’ future job opportunities to our union rights are up for grabs.”

“If our members don’t speak out, register voters, donate to IATSE PAC, and get out the vote, then our opponents — greedy multinational corporations and anti-worker extremists — will have the field to themselves,” he commented. “The result would be a race to the bottom, with declining living standards, shrinking health and retirement security, unsafe workplaces, eroding craft jurisdiction and few if any rights in the workplace. We cannot and we will not let that happen. Not on our watch.”

“Many of the issues affecting our members’ lives are the same as the broader labor movement, but others are unique to our industry and our crafts, and we are the ones who must put them forward,” Loeb said. “When we elect supportive candidates and maintain an open line of communication with them so they continually hear from our members, that’s when we get results.”

“We are not spectators to history — we are its makers,” Loeb emphasized. “Though we are buffeted by forces beyond our control like the emergence of Coronavirus, we hold in our hands the power to shape our response to it by electing leaders who will follow science, put people’s lives and health first, and meet the needs of all workers suffering from the closure of huge sectors of our economy. That’s why every Local needs to have a strong political program led by a political coordinator. That’s why every member should donate to IATSE PAC and volunteer to make calls, send texts and do other critical tasks to elect our allies in 2020. Now, with more on the line than in any previous election in our lifetimes, it’s incumbent on every single one of us to act!”

**“WHEN WE ELECT SUPPORTIVE CANDIDATES AND MAINTAIN AN OPEN LINE OF COMMUNICATION WITH THEM SO THEY CONTINUALLY HEAR FROM OUR MEMBERS, THAT’S WHEN WE GET RESULTS.”**

MATTHEW D. LOEB
INTERNATIONAL PRESIDENT
On May 19, 2020 IATSE’s General Executive Board voted unanimously to extend its endorsement to Former Vice President Joe Biden for President of the United States.

Former Vice President Biden has an extensive record and history of fighting for workers’ rights and working families, but he is also genuinely concerned on a human-level about the welfare of behind-the-scenes entertainment workers.

Recently, the Biden campaign hosted an unemployment town hall on how COVID-19 is specifically impacting entertainment workers. Members of Local 764 and Local One were invited to share their experiences during this pandemic and pose questions on how Joe Biden will address the unique challenges that those working in the entertainment industry will continue to face as we seek to recover from this unprecedented health crisis.

Labor unions are under assault, with policies under the current administration and across the country undermining workers’ collective bargaining rights and stripping union workers of the wages, benefits, and retirement security they deserve.

Joe Biden has consistently lifted up and prioritized issues affecting IATSE members and their families – from protecting workers’ rights to organize a union and bargain for higher wages and better benefits, to defending our earned pension checks and health care. His campaign also engaged the IATSE and working people in the development of the Biden Plan for Strengthening Worker Organizing, Collective Bargaining, and Unions – the only remaining candidate to reach out on such an effort.

If elected, Biden has pledged to sign the Protecting the Right to Organize Act into law, champion legislation banning so-called “right to work” laws, appoint members to the National Labor Relations Board who will protect workers, increase workplace safety and health, and ensure freelance entertainment workers receive the legal benefits and protections they deserve by making it harder for employers to misclassify workers as independent contractors.

Joe Biden presents a stark and undeniable contrast from the current administration with regard to leadership and support for working people.

Pictured here is Democratic Presidential Candidate Joe Biden with Local 720 President Phil Jaynes and Business Representative Apple Thorne. Gifted by Local 720, Biden is happily wearing a button that says “PSAV Las Vegas” and “Union Strong” to support workers fighting for representation.
IATSE Endorses Joe Biden for President of the United States

NEW!

MONTHLY CONTRIBUTOR PAC PINS

PRESIDENT’S CLUB
$40.00 PER MONTH

LEADER’S CLUB
$20.00 PER MONTH

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$10.00 PER MONTH

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The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Nicola Bancroft, Melissa Braunstein, Freyja Chapman, Blake Gebhardt, Olivia Gooch, Tieran Horton, Cooper Komatsu, Samantha Mensching, Jasper Newell and Spencer Schutz.

NICOLA BANCROFT
Nicola is a diligent student who maintains a balance of academic and athletic achievement while volunteering within her school and community. Nicola is looking forward to pursuing her passion for the sciences at the University of British Columbia.

MELISSA BRAUNSTEIN
Melissa of Demarest, New Jersey was a high honor roll student and a member of the National Honor Society throughout high school. She played on her school’s state championship volleyball team, earning varsity letters and the Coach’s Award her senior year for her team leadership. Melissa was the assistant audio technician for her school’s drama department, running the soundboard for its annual musical productions. In her spare time, she volunteers for an animal rescue organization, a cause for which she is extremely passionate. Melissa will be attending the George Washington University in the fall and plans to major in chemistry. She is looking forward to her time in Washington, D.C. and is excited to begin working towards her goal of creating her own cosmetics line one day.

FREYJA CHAPMAN
Freyja is a 17-year-old from Toronto, and a senior at Rosedale Heights School of the Arts. Early in Freyja’s high school career Freyja was introduced to activism through student protests against cuts to education. Since then, Chapman has worked with Climate Justice Toronto and other youth coalitions to fight for workers’ rights, Indigenous sovereignty, and climate justice. Chapman plans to continue studies in political science and gender studies at Concordia University in Montréal.

BLAKE GEBHARDT
Blake will be attending Southern Methodist University (SMU) in Dallas, majoring in International Studies, Computer Science, and Russian. He plans on pursuing a career with the CIA or NSA as an analyst. As an Eagle Scout and varsity swim team captain, He is looking forward to joining the SMU Student Senate to create policies that protect students’ interests. His friends and mentors would say that he is perfect for this role, as he is caring and compassionate with a great sense of humility and fairness. Blake is deeply
curious and plans on testing his limits to explore all that the University offers to prepare to be a world changer.

OLIVIA GOOCH

Over the past four years, Olivia has never lost sight of her goals: remaining active in her school's activities, maintaining academic excellence, and gaining admission into college. She has been an active member of her school's color guard, as well as her school's chapter of National Honor Society. She has also served as Vice-President of her school's chapter of Spanish Honor Society, as well as Secretary of the student led chapter of Tri-M Music Honor Society. She has remained committed to high academic standards, becoming one of the Top 20 students in her senior class. In her free time, she loves working as a hostess at Taxman Brewing Company, doing color guard with her friends, playing violin, and dancing. Olivia would not be where she is today without the support of her mom and dad, and she is thankful she has had the support of such wonderful people. Olivia plans to attend college in the fall with an undecided major, but she has strong interests in community service, science, and English.

TIERAN HORTON

Tieran is a kind-hearted young man with a deep passion for the arts. He has pursued his interests diligently, both in front of and behind the curtain. His love for dance is taking him to the Alvin Ailey Dance program at Fordham University this coming fall.

COOPER KOMATSU

Cooper is a senior at Culver City High School in Culver City, California, and he plans to attend either UC Berkeley or the University of Chicago next year to study math. At his school, he is the president of the Science Bowl team, Human Rights Watch Student Task Force, and Math Society. In addition, he is the top student in his class, a varsity cross country runner, a nationally-ranked Scrabble player, and a Boy Scout.

SAMANTHA MENSCHING

Samantha grew up in Manhattan where she attended Fiorello H. LaGuardia High School of Music and Art. Currently, Samantha lives in Florida, where she graduated from the Alexander W. Dreyfoos School of the Arts. In the fall she will attend the Honors Program at Florida State University, where she will earn her B.A. in Communication Sciences and Disorders.

JASPER NEWELL

Born and raised in the Lower East Side of Manhattan, Jasper is a senior at The Professional Performing Arts High School in NYC. A 2019-2020 National Hispanic Scholar with interests in acting, statistics, and basketball, Jasper is also proud to have written and directed the pilot episode of "Lovebroke," a series he is hopeful to continue shooting when it is safe. On stage, Jasper served as a principal actor in the 25th-anniversary international revival of Robert Wilson and Philip Glass’s seminal opera Einstein on the Beach and has worked Off-Broadway at The Public Theater and SohoRep. As a SAG-AFTRA actor, he has appeared on screen for directors Lynne Ramsay and Bette Gordon. Jasper is excited to attend Rutgers University's Mason Gross School of the Arts (BFA Acting) in the fall.

SPENCER SCHUTZ

Spencer is a high school senior from Yorktown, New York. He is interested in physics and calculus, and he hopes to use these skills to help others as a professional engineer. During the past few summers, he conducted laboratory research with nanomaterials and travelled to Appalachia to repair homes with other volunteers. He was captain of the Varsity Ski Team and played Varsity Tennis. He plays the violin and enjoys both making and listening to classical music. Spencer will be attending Duke University, where he will study mechanical engineering.
51st Annual Scholarship Awards
of the Richard F. Walsh/Alfred W. Di Tolla/
Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation are pleased to offer ten scholarship awards each year in the amount of $2,500 totaling $10,000 for each student over a four-year period. Counting the year 2020 awards, the Foundation will have had 90 scholarship recipients.

ELIGIBILITY

The rules of eligibility for the 50th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

a) Be the son/daughter of a member in good standing of the IATSE;

b) Be a high school senior at the time of application; and

c) Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor’s degree. The scholarship is not open to students that have already started college or university.

HOW TO APPLY

1. An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE’s website (www.iatse.net/member-benefits/scholarship-foundation) and download the application.

2. The application is then to be completed and returned to the Foundation Office.

3. A complete copy of the applicant’s high school transcript is also to be submitted to the Foundation Office. The transcript must have the school’s seal or stamp for authenticity and can be sent in directly by the school or the student (together with the application).

4. The record of the score achieved by the applicant on the Scholastic Aptitude Test (SAT) or the American College Testing (ACT). Please note the Foundation does not have a code for the scores to be submitted electronically therefore a printed copy of the scores attached to the application will be accepted by the Foundation.

5. Letter(s) of recommendation from a teacher or clergyman.

DEADLINE

The deadline for filing all of the above required materials with the Foundation Office is December 31, 2020. No extensions granted. The winners of the scholarship awards will be notified by the Foundation Office in May, 2021, and will be announced in a future issue of The Official Bulletin.

RICHARD F. WALSH/ALFRED W. DI TOLLA/HAROLD P. SPIVAK FOUNDATION
REQUEST FOR APPLICATION

Please send me an application for the 51st Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

Name:__________________________________________________________

Address:____________________________________________________________________________________________________

City:________________________________________________________________________________________________________

State/Province:_________________________________________________ Zip/Postal Code:________________________

Parent(s) Name/Local Union No.:__________________________________________________________

Mail to: IATSE, 207 West 25th Street, 4th floor, New York, NY 10001 • Telephone: 212-730-1770
The Tradeshow Department ended 2019 in a flurry of activity with consecutive weeks of Audio-Visual and IT training. Austin Local 205 and Houston Local 51 sponsored the AVIXA/IATSE TTF AV Essentials classes.

Over the last several years, AV Essentials has been revamped and reformatted. The ever-changing technology our members confront daily while servicing the growing convention and conferencing industry requires constant skills upgrades. At its inception, the four-day course focused on basic meeting room setup, audio operation, and projection. With the growth of “smart buildings”, web related video presentations, and virtual and augmented reality, IT and networking have become integral to the training.

New applications for AV in sports venues have introduced other opportunities for our Locals to be the exclusive providers of skilled technicians. The Quicken Loans Arena, home of the Cleveland Cavaliers, is a perfect example of a venue using new AV techniques to enhance the fan experience. At half time, the court becomes an augmented Pong-like game, using 3D mapping techniques and video content. Fans participate with motion-tracking rackets that pass a virtual ball back and forth, keeping all eyes on the court surface. Each Local must assess its jurisdiction to determine when, not if, these technology changes will be introduced in local venues. More importantly, each Local must further assess how prepared its members are to step up and perform the related work. The Bureau of Labor Statistics projects that AV technicians’ positions will increase 8% between now and 2028. Will your Local be ready to meet this challenge?

Technology depends on continuous learning and the IATSE supports that. Our partnership with AVIXA helps us to provide the most state-of-the-art training available so that our Locals can keep up with the demands of our industry. Our employers support these efforts across the country. Freeman Event Technologies supplied the required truck load of equipment and arranged for the space at both the Austin Convention Center and the George R. Brown Convention Center in Houston. Without Freeman's support, this training would have been cost prohibitive. And many thanks go to Local Training Coordinators Patrick Crowley, Local 205 and Vinesh Patel, Local 51 for coordinating local logistics.

To those Locals who have not explored this opportunity, we urge you to get in the game. The Course is designed to introduce our members to the AV Industry during a four-day class covering basic setup, audio operation, projection, presentation software, and networks typical in breakout rooms. Upon successful completion of the AV Essentials and AVIXA online courses, students receive a “Live Event Technician Certificate” suitable for framing.

There is considerable planning, coordination and cooperation between the Local, the International and the Training Trust Fund to successfully produce this Course. Local union officers should email av@iatsetrainingtrust.org to request an application. A Tradeshow Representative will assist with logistics and Employer participation.
Ola ka ‘Āina, ola ke Kanaka
When the Land lives, the People live

When iconic producer Ian Bryce and his team first began scouting locations for the Netflix production “Finding Ohana,” they were unaware of the deep connection they would soon make with the native people, the land and the community that is Hawaii. If you ask the crew, most say the experience of shooting on Oahu for this particular project was incredibly special and, at times, spiritual. Each and every member was left with a profound respect for Hawaiian history and culture.

At wrap, production graciously took a less traditional approach to the customary ‘wrap gift’ by partnering with Saving Hawaii’s Forests (DBA Reforest Hawaii). On behalf of each crew member, they sponsored the planting of 200 Koa and Iliahi (Sandalwood) trees that will never be cut or harvested, in an effort to help rebuild native Hawaiian forests. This revolutionary idea of a different kind of wrap gift sparked some introspection: how can we use our platform and resources in the entertainment industry to become a role model for sustainable practices and truly make an impact?

We are honored to have had the privilege of speaking with producer Bryce about the conscious eco-friendly decisions made throughout production.

1. **What inspired you to partner with Reforest Hawaii?**

At this point in time, I would hope that many of us understand the importance of sustainability, and that we have a responsibility to share in the spread of that knowledge and passion, to do what we can to protect our natural resources. Many of our cast and crew shared in this belief of Ohana.

The concept of family, legacy, and partnership embedded in that simple word – Ohana – resonated with me, our director Jude Weng, and our whole team. Since our project’s theme is about honoring Hawaiian culture and heritage, we felt that the idea of planting trees on behalf of each cast and crew member was a natural extension of this principle.

Partnering with Reforest Hawaii was
Reforest Hawaii was formed with the mission to establish self-sustaining, multi-species forests, to absorb greenhouse gases from the atmosphere and to restore natural ecosystems.

an obvious choice for us. Their slogan is “Ola ka ‘Aina, ola ke Kanaka,” which means “When the Land lives, the People live.” Kristen & Joe Souza’s dedication to their mission to plant and reforest Hawaii, and their advice regarding how best to achieve this objective, was in sync with our goal.

2. What can productions do to make more conscious, sustainable choices?
On “Finding Ohana” you provided aluminum water bottles for crew members and used 5-gallon water dispensers instead of plastic bottles. Has the reduction of water bottles on set proven to be more cost effective?

The truth is, it may have cost a bit more money to distribute aluminum water bottles, to coordinate assistants to ensure a plentiful supply of on-set water dispensers with lots of cold water, and to require additional recycling bins for aluminum cans, etc., but for us, it was about doing our part to spread the word and keep everyone thinking about this subject. It takes a little effort to pick a slightly different path to what we considered a better outcome. In this case, we were fortunate that Netflix was extremely supportive of these approaches.

On our film, we estimated that we saved approximately 38,000 plastic water bottles from being used.

3. What other steps have you made as a producer to implement and encourage sustainable practices?
Our Production Office was almost completely paperless – for example, we only made traditional hard copy call sheets 10% of the time, when absolutely necessary. We used digital distribution, digital filing, and digital purchase orders, along with utilizing other digital forms to replace the customary stack of paperwork. In addition, 90% of our distant crew shared rental cars, and we used almost no SUVs.

We also did our best to recycle set-building materials, set dressing, and any wardrobe that could be passed on or donated from previous projects as other ways of re-using materials that might otherwise have gone to warehouses and landfills. Some of this was done in Thailand as well, where we donated these types of materials to local schools.

Malama Ka ‘Aina - to care for the land - is a concept and practice engrained in the Hawaiian Culture. The Hawaiian Islands have lost approximately 90% of their rain forests over the past 100 years due to development, ranching, and farming. In response to this loss, Reforest Hawaii was formed with the mission to establish self-sustaining, multi-species forests, to absorb greenhouse gases from the atmosphere and to restore natural ecosystems. [www.reforesthawaii.org]
NLRB and the War on Workers

It has been three years since the Trump administration took charge in Washington. The media silence regarding the changes his administration have implemented that directly affect working people, labor unions, and the IATSE has been deafening. We often hear “elections have consequences” and the consequences of the changes made by this administration will affect workers in the entertainment industry for years to come. The IATSE Legal Department gave an overview of these changes at the Mid-Winter meeting of the General Executive Board that was enlightening as well as frightening. Here is an overview of these changes at the National Labor Relations Board (NLRB) and the courts. These will have the repercussions of for years to come, unless we see a change in the leadership at the White House.

NLRB DECISIONS

- **PCC Structuralis, Inc. (2017)** – Overturned Specialty Healthcare, and will make it easier for employers to expand the size of a bargaining unit when a union petitions for a representation election.
- **PSAV Presentation Services, (2019)** – Employer claimed inability to pay for the Union’s proposals. The Union asked to see the employer’s books. The employer then retracted its claim of inability to pay. The Board found that the employer’s refusal to open its books was not bad-faith bargaining.
- **MV Transport (2019)** – Overruled seventy years of precedent. Under prior law, an employer could only make unilateral change if Union has clearly and unmistakably waived its right to bargain. Now, an employer may make unilateral change if it is “within the compass” or “scope” of the CBA under ordinary principles of contract law.
- **National Captioning Institute, Inc. (2019)** – the Board majority, in a footnote, indicated it would welcome an opportunity to revisit whether it is lawful for an employer to engage in surveillance of employee concerted activity if the employees are never aware of the surveillance. In other words, the Board is considering making it lawful for an employer to engage in surveillance of employee concerted activity as long as the employees are never made aware of the surveillance.
- **UPMC Presbyterian Hospital (2019) and Kroger Limited Partnership (2019)** - Restricts access rights for non-employee Union organizers in public areas (e.g., cafeterias).
- **Tobin Center for Performing Arts (2019)** – Musicians could not picket at concert venue where they performed approximately 85% of their performances and rehearsals because they did not “exclusively” perform at the venue.
- **Velox Express, Inc. (2019)** - Misclassifying employees as independent contractors is NOT an unfair labor practice (ULP).
- **Apogee Retail LLC (2019)** - The Board will allow employers more power to enforce confidentiality agreements during workplace sexual harassment and other disciplinary workplace investigations. In other words, speaking with your coworkers or union representation about harassment or other issues may not be protected if you signed a confidentiality agreement in your new hire paperwork.
- **Valley Hospital Medical Center, Inc. (2019)** - Employers may unilaterally stop dues checkoff of union employees upon expiration of a collective bargaining agreement.
- **Wal-Mart Stores, Inc. (2019)** - Upheld employer policy requiring logos (e.g. Union buttons) to be “small” and “non-distracting” for personnel on the selling floor. The Board found that Wal-Mart’s interest in “enhancing the customer experience” outweighed an employee’s right to engage in concerted activity.
NLRB PROPOSED RULEMAKING CHANGES

- **Representation Election Rules**
  Minimum period from filing of election petition to completed election and NLRB-issued certification in contested cases to increase from 23 days to 78 days. New rules will take effect in mid-April 2020.

- **Proposed Voluntary Union Recognition Rule**
  - Employers post a notice to workers stating they’ve voluntarily recognized a union;
  - Workers notified of—and granted—a 45-day window period to ask for a decertification election following voluntary recognition.

- **Proposed “Joint Employer” Rule**
  Would require that separate, joint employers “possess and actually exercise substantial direct and immediate control over the employees’ essential terms and conditions of employment in a manner that is not limited and routine” before a joint bargaining obligation could be imposed. *In other words, you can only organize Crew One or Rhino not the venue or promoters such as Live Nation or AEG.*

SUPREME COURT DECISIONS

- **Janus v. AFSCME** – Union security clause agreements are unlawful in the public sector.
- **Epic Systems Corp. v. Lewis** – Forced Arbitration waivers supersede workers rights under the National Labor Relations Act.

### LOCAL ORGANIZING ACTIVITY

#### NLRB ELECTION

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<tr>
<th>LOCAL</th>
<th>EMPLOYER</th>
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<tbody>
<tr>
<td>22</td>
<td>SIGNATURE THEATER</td>
<td>STAGEHANDS, WARDROBE, AND MAKEUP AND HAIR</td>
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#### FIRST CONTRACT

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<tr>
<td>15</td>
<td>ARTS TECH CENTER</td>
<td>STAGEHANDS/SCENIC ARTISTS</td>
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<td>21</td>
<td>HUDSON COUNTY SCHOOL OF TECHNOLOGY</td>
<td>STAGEHANDS</td>
</tr>
<tr>
<td>28</td>
<td>OREGON CHILDREN’S THEATER</td>
<td>PRODUCTION LEADS</td>
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<tr>
<td>122</td>
<td>OLD GLOBE THEATER</td>
<td>STAGEHANDS, SHOPS, WARDROBE, MAKE-UP/HAIR, SCENIC ARTISTS</td>
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#### VOLUNTARY RECOGNITION

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<td>RIGGERS</td>
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<td>39</td>
<td>ARATA EXPOSITIONS</td>
<td>FREIGHT</td>
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#### RATE CARD TO CONTRACT

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<td>GEMINI LSV</td>
<td>STAGEHANDS</td>
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<td>756</td>
<td>HUNTINGTON CLEVELAND CONVENTION CENTER</td>
<td>TREASURERS AND TICKET SELLERS</td>
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IMPORTANT INFORMATION ABOUT FALL/WINTER 2020 OFFICER INSTITUTE CLASSES

CLEVELAND OFFICER INSTITUTE 1.0 | Cleveland, Ohio | October 5 – 9, 2020
OFFICER INSTITUTE 2.0 FOR SECRETARY-TREASURERS | Cleveland, Ohio | October 5 – 7, 2020
OFFICER INSTITUTE 2.0 FOR ORGANIZING | Las Vegas, NV | September 14 – 17, 2020
OFFICER INSTITUTE 2.0 FOR ORGANIZING | New Orleans, LA | December 1- 4, 2020

At press time, we are hopeful that these classes will occur as planned. The applications can be found in this issue of the Bulletin, or downloaded from the website at https://www.iatse.net/member-education/iatse-officer-institute. If you are already enrolled in these classes, and the status changes, you will be notified via email from officerinstitute@iatse.net.
I. A.T.S.E. OFFICER INSTITUTE APPLICATION 2020

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

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<th>2. IATSE OFFICER INSTITUTE</th>
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<td>CLEVELAND, OH ♦ OCTOBER 5-9, 2020 ♦ FOR U.S. AND CANADIAN LOCALS</td>
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<th>4. APPLICANT SIGNATURE</th>
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<td>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.</td>
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<th>5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD</th>
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<tr>
<td>I certify that I.A.T.S.E. LOCAL, ________ endorsement the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.</td>
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<td>TITLE</td>
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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
COLLECTIVE BARGAINING CLASS – DALLAS, TX, FEBRUARY 1, 2020

Irish H. Barber, 665
Tobey E. Bays, 44
Adriane A. Bennett, 478
Stacey M. Bonar, 461
Jennifer M. Bullock, 798
Mark A. Card, 357
Ryan R. Chavka, 22
Kevin A. Cheatham, 479
Erin M. Coscio, 13
Paul D. Cox, 631
Marilyn A.J. Davis, 126
Luis R. Estrella-Rivera, 494
Jered M. Ferguson, 798
Rebecca S. Hildabrand, 803
Kimberly A. Holdridge, 631
Andrew Huchalla, 611
Alex Kavanagh, 873
Danielle N. Landry, 764
Gypsy Kate Legge, 347
Steve A. Lutge, 16
Lorne J. MacDougall, 728
Angela Mastronardi, 873
Margo K. McKenzie, 891
Katherine M. Mitchell, 787
Greg C. Mountain, 906
Luis Neftali Nieves-Reyes, 494
Eric Norberg, 796
Allan F. Orno, 665
Anne Paynter, 411
Jennifer Pich, 357
Rina L. Saltzman, ATPAM
Tuiaana Scanlan, 665
Janette M. Shugart, 728
Jamie Silverstein, 600
Leslie K. Simmons, 839
Paula M. Spence, 839
Wayne St. George, 634
David H. Tellez, 873
Mathew A. Terwilliger, 13
Stephen W. Wong, 600
Michelle Yardley, 669

PUBLIC SPEAKING CLASS – DALLAS, TX, FEBRUARY 1, 2020

Dawn Arevalo, 478
Tiffany Boivin-Brawley, 634
Anthony M. Celenza, 205
Molly K. Diers, 13
Michael J. Fewx, 306
Christina R. Fiers, 600
Paula R. Gilbert, 205
Crystal J. Hopkins, 871
Jeanette Moreno King, 839
Taneia Lednicky, 484
Poco Marshall, 611
Dutch Merrick, 44
Andrew C. Oyaas, 491
Clifford L. Paschall, Jr., 720
Randy L. Sayer, 706
Richard S. Shumberger, 354
Steve Skinner, 491
Rose Etta Venetucci, 28
Emily E. Walus, 839
INTERNATIONAL REPRESENTATIVE BEN ADAMS RECEIVES LIFETIME ACHIEVEMENT AWARD

Every year, the Audiovisual and Integrated Experience Association (AVIXA) recognizes outstanding AV professionals for their career accomplishments and contributions to the industry. This year, the Mackey Barron Distinguished Achievement Award, the highest honor bestowed on an industry member by the association, has been awarded to International Representative Ben Adams for his dedication to the craft and unparalleled contributions to AV education.

As an International Representative, Ben’s mission is to improve the lives of IATSE workers through activism and education. In 2013, motivated by his belief in the transformative power of education, he invigorated the IATSE/AVIXA partnership, providing IATSE workers with access to free training. Using over forty years of combined entertainment/AV industry knowledge, he played an integral role in the creation of the AVIXA/IATSE TTF Live Event Technician Certificate Program and was one of the leaders in the development of the immensely popular AV Essentials Training, catering to the specific needs of IATSE workers. Since the launch of AV Essentials, Ben has worked tirelessly to implement this training, travelling to local unions throughout the United States to provide nearly 800 IATSE workers with AV instruction. Along the way, he has trained additional instructors, ensuring that this class which has raised the bar for so many workers will continue to do so well into the future.

Over the years, Ben developed a keen eye for what workers need to be successful, and he saw that even AV Essentials required some basic knowledge of technology to attend. With compassion, he saw that many workers—both new and seasoned—were never given access to basic computer courses in school and were hesitant to ask for help. He developed a Computer Essentials training to teach even technologically challenged individuals how to perform basic computer functions and processes through his simple, clear, and easy training. His diligent and passionate approach to teaching has created a long-lasting and positive impact for IATSE workers for years to come.

Significantly, Ben’s work has filled an educational void, one where technology was advancing more quickly than workers could be trained to utilize it. Because of his commitment, all IATSE workers have access to education that will provide them with the tools necessary to maintain their skillset and keep filling calls in the future. An avid life-long learner himself, Ben leads by example; His teaching methods encourage his students to never stop learning, and his classes change lives by giving workers a chance to expand their career opportunities.

Many congratulations to Ben for an outstanding career both behind the scenes and at the front of the classroom and for receiving the Mackey Barron Distinguished Achievement Award.
Discover Bite-size Learning

Right now, we all have a lot on our minds. We have experienced disruption to our workplaces and have been forced to deal with change. Today the pace of change can feel relentless, particularly when it comes to technology. But everyone needs a basic level of computer literacy to negotiate most aspects of 21st century life, and it is essential to succeeding at work and supporting a family. Adjusting to videoconferencing, navigating online safety, health, and other government resources, and engaging in civic responsibilities are all things that can create stress. So, it’s no wonder it’s hard to get started learning something new.

But you can remove the fear factor associated with adapting to new technologies by trying LinkedIn Learning today! The IATSE Training Trust Fund provides access to this online learning resource, free to IATSE members. On-demand courses on business, creative, and technology skills give you the flexibility to learn at your own pace. With over 5,000 courses to choose from, however, knowing where to start and which course to choose can feel overwhelming.

Try this: Start with the low-hanging fruit. Identify some short courses and/or subjects that come easily to you. All LinkedIn Learning courses are broken into short videos, so you can focus on a key topic of interest. Microlearning, or watching small snippets of longer courses, will stress you out the least and give you achievements to build your momentum. This success will give you confidence for more challenging work ahead.

For example, maybe you are already familiar with Microsoft Outlook and don’t need to watch an entire course on this program, but you know that there is a wealth of functionality at your fingertips that you do not currently make use of. There is always more to know. There are so many features of any basic software that we often don’t take advantage of, and learning about them can greatly increase our productivity, efficiency and effectiveness at work and at home. Each course on LinkedIn Learning has a Table of Contents. Continuing with Outlook as an example, once you find a basic course on Microsoft Outlook, open it up and scan the Table of Contents for instructional videos on features that you don’t currently use. Or, if you know which tool you want to master, use the LinkedIn Learning Search Bar. If you know there is a tool in Outlook called “Quick Parts” but do not know how to use it, simply type “Quick Parts” into the search bar at the top of the screen, then use the filters on the left side of the screen to narrow down the search results according to software program (Outlook). The first search result is the 3-minute video “Reusing Text by Creating Quick Parts”. You are now three minutes away from using a

COMPUTER ESSENTIALS PLAYLIST

Computer Literacy for Windows 10
Computer Literacy for Mac
Word 2019 Essential Training (PC)
Learning Word 2019 (PC)
Learning Word for Mac 2016
Word for Mac 2016 Essential Training
Word for Mac Essential Training (Office 365)
Learning Excel 2019 (PC)
Excel 2016 Essential Training (PC)
Excel Essential training (Office 365) (PC)
Excel for Mac Essential Training (Office 365)
Excel for Mac 2016 Essential Training
Networking Foundations: Networking Basics
Learning Chrome OS
Google Drive Essential Training
new feature of Outlook that will save you lots of time in the future. 3 Minutes! The search bar at the top of the page is also useful when searching for content on soft skills such as Strategic Thinking, Critical Thinking, Problem Solving Techniques, or Communication Skills. As freelancers, many of us are our own “IT Department”, so the ability to troubleshoot issues efficiently means spending less time on technical roadblocks. Familiarizing yourself with how the LinkedIn Learning platform works now will save you time later.

In some cases, there may already be a list of courses you can use to get started. Playlists curated by fellow IATSE industry professionals and the IATSE Education and Training Department can remove some of the work of choosing and ensure that you are heading in the right direction. For example, instructors for the TTF A/V Essentials class created a playlist of courses relevant to audio/visual work. Likewise, leadership is a craft and is learnable, A playlist of union skills courses selected by the Education Department can guide you toward building your leadership skills. For local unions, playlists can be a good way to recommend courses to your workers. Some local unions may have tailored playlists that can guide you to content that is engaging, useful, and relevant to your work. A great example of this is the Treasurers and Ticket Sellers Playlist.

Consider that taking time to explore the available courses is its own important step. Making time for this will let you choose courses that are right for you. LinkedIn Learning makes it easy to get a sense of the class material that will be covered in each course. Click on a course, watch the short introductory video, read the course overview, or peruse the course Table of Contents.

To apply for your free LinkedIn Learning account from the IATSE Training Trust Fund go to https://www.iatsetrainingtrust.org/lil and download the application.

If you have difficulty with any of the above steps, or need assistance filling out your application, don’t give up! Contact the Training Trust Fund for help at lil@iatsetrainingtrust.org or (818) 738-1802, or contact IATSE Safety and Training Outreach Coordinator Hannah D’Amico at hdamico@iatse.net for help or to access playlists.

In a world of constant change, a learning mindset is one of the greatest personal assets you can possibly have. Next time you find yourself saying “I don’t know how to do that” … add the word “yet” to the end of the sentence. “I don’t know how to do that yet.” We all have gaps in our skills. Success requires the ability to persevere in hardship, to persist, to learn from failure, and to be resilient in the face of obstacles.

Growth Equals Strength!

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**Leadership & Union Skills Playlist**
- Strategic Thinking
- Strategic Agility
- Strategic Planning Foundations
- Critical Thinking
- Leadership Foundations:
  - Leadership Styles & Models
  - Transformational Leadership
- Leading Change
- Communications Foundation
- Communication Tips
- Public Speaking

**Treasurers & Ticket Sellers Playlist**
- Excel Essentials (Office 365)
- Programming Foundations:
  - Databases
  - Learning SQL Programming
- Practical HTML for Marketing Projects
- Customer Service Foundations
- Phone-Based Customer Service
The IATSE Training Trust Fund exists to bring training opportunities to the IATSE workforce. In this current climate and with so much of the IATSE workforce sheltering at home, we have been focusing on bringing you even more distance learning training opportunities and resources.

There is already a healthy menu of online programs and courses available to active IATSE members free of charge. Those include: Linked In Learning (LIL), TTF Safety First!, MPTV Online Safety courses and AVIXA memberships. We recently added a new course to the TTF Safety First! course menu - Hazard ID in the Work Environment. This course is made up of a main course that once completed unlocks access to 40 mini-courses and fact sheets on topics from Asbestos, Mold, Lead Paint and Chemical Exposure to Lyme Disease, Mosquito Borne Diseases and Standing Water, Hurricanes and Earthquakes. You can pick and choose the mini-courses you want to take from this menu.

We wanted to add to our online safety training collection, so we licensed a course on fog monitoring from online education provider, Phylmar Academy. The course, What the Fog!, is automatically added to every TTF Safety First! account as a bonus course. Anyone who doesn’t have their account yet and can apply for one today to access to the 17 TTF Safety First! courses and the new Phylmar Academy What the Fog! course.

OSHA has given us temporary permission to offer our OSHA 10-GES in a distance learning, video conferenced environment. We are currently offering some previously scheduled NO Fee OSHA courses in this format as well as adding a few others. Additionally, we are developing new Train the Trainer workshops to be delivered via GoTo Training. Some of these workshops will deal specifically with topics related to teaching in a distance learning environment.

The TTF also has two new videos. One describes our current expansion of online and distance learning programs along with several resource guides listing the TTF online courses and the free courses being offered by other vendors. The other is an updated version of our full-length video.

We are so pleased and honored to be able to bring programs to you during this time and we thank all of you who are participating in our offerings. The outpouring of interest in available safety and skills programs and commitment to continuing education and training continues to inspire us to add new programing and streamline our processes. As you can see your applications to online programs and course completions have surged and we are seeing record numbers of program applications and course completions. Here are a few 2020 program numbers that show the dramatic increase in training participation.

All our news updates are posted on our website, in our newsletter, on our Facebook and Twitter pages. These updates also get posted on IATSE social media. We encourage you to sign up for the TTF newsletter, like the TTF Facebook and Twitter pages and check our website to stay up to date on our latest offerings. We are adding new things every day and doing our best to keep up all your training needs. Remember, the TTF is here to help so you can always reach us through the contact links on our website at www.iatsettf.org.

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This course was designed to identify, give basic information, and share resources on hazards found in work environments. It includes mini-courses on numerous workplace hazards that allow you to customize the learning experience to your needs:

Asbestos; Awareness of Location Emergency Services; Chemical Exposure; Contamination; Crime and Drugs; Desert Conditions; Drought; Earthquakes; Extreme Cold; Extreme Heat; Facility Fire; Flooding; Fog; Handrails; High Winds; Hurricanes; Ingress and Egress; Lead Paint; Lightning; Lyme Disease; Mold; Mosquito-Borne Diseases and Standing Water; Mudslides; Neighboring Industry; Pigeon Poop; Poison Ivy, Poison Oak, and Poison Sumac; Power Lines and Electrical High Lines; Public Roads; Rattlesnakes; Rodents/Vermin; Roof and Skylight Safety; Snow and Ice; Structural Integrity of Buildings; Swamps; Tornados; Truck and Lift-gate Hazards; Waste; Wild Animal Safety; Wildfire and Smoke Hazards; and Workplace Lighting.

Apply here: www.iatsetrainingtrust.org/safetyfirst

LinkedIn Learning is a self-guided learning platform designed for all levels of learners with courses taught by recognized industry experts.

- Choose from more than 5,000 video tutorials on business, creative, and technology topics
- Explore the most in-demand skills based on your experience
- Access courses on your schedule, from any desktop or mobile device
- Reinforce new knowledge with quizzes, exercise files, and coding practice windows

Apply here: www.iatsetrainingtrust.org/lil
The 2020 Women’s March from West Coast to East Coast – Rise and Roar!

WEST COAST

Since last year, the Local Women’s Committees from the West Coast have been working together to unite behind issues that affect women in our trades - from the “Reel Equity” campaign initiated by Local 871 to “Time’s Up” discussion forums. When women wanted to have an inter-Local meet-up and networking event in January of 2020, the Women’s March seemed like an ideal opportunity to light the spark for political action in this upcoming election year.

To prepare, members met the weekend before to make signs and coordinate plans. Teri Hendrich Cusumano and Jack Cusumano, co-chairs of the Color Design Committee of Local 839 (Animators), generously hosted. Several Locals chipped in for sign-making materials, art supplies and snacks to support our efforts. The event was attended by members from Locals 44, 729, 800, 839, and 871, representing trades as diverse as Carpenters, Coordinators, Painters, Production Designers, Script Supervisors, and Set Decorators. We enjoyed camaraderie while inspiring each other’s creativity!

On Saturday January 18, the day of the March, the sun shined brightly as we arrived in Pershing Square in Downtown Los Angeles. It was easy to find our union sisters wearing the T-shirts supplied by the West Coast Office. We were joined by International Representatives as well as International Vice President Mike Miller, all marching under a banner designed by Local 800 member, Libby Wampler. It was a great day, a great team-building event, and a terrific start to a year of political engagement and activism. In this election year, so much is at stake. Let’s continue to stand together, arms locked, side by side, as union sisters and brothers!

NYC/EAST COAST

On the East Coast, sisters, brothers and allies set the theme Rise and Roar for the New York City March and they did just that! About 75 people gathered at the pre-March meet-up at the Triad Theatre to pick up signs, put finishing touches on their own signs, and enjoy coffee and snacks before stepping off. Despite the approaching winter storm which eventually blanketed the marchers with snow, the IATSE contingent grew to about 150 people, maintaining a loud and joyful presence and scoring record turnout over previous years - Sisters, Brothers, family and friends marching for justice and equality. They marched as a group down Central Park West to the rally at Columbus Circle. The meet-up was a great
opportunity to connect the IATSE family and it was nice to see so many Sisters and Brothers as well as Local Officers, Union Representatives, as well as President Loeb and General Secretary-Treasurer Wood.

It was a great day thanks to the collective efforts of all the NYC IATSE Locals, the Young Workers’ (YWC) and Women’s Committees, and the IA Communications Department. Special thanks to: Locals 600 and 764 for the coffee, donuts and baklava; Local 798 for hosting a great sign making event the week before; Local USA829’s Janine Venezia for the fabulous flyer; Local One, Local 4 and Local 52 YWC for helping at the march; Jonas Loeb for Communications support and handwarmers; and, Local 52 for the venue and its Tradeswomen for the signs. It was inspiring to march with so many IATSE activists, young and old, women and men. Strong Women! Strong Unions!
Canada: Locked Down, but Fired Up!

HERE’S WHAT WE’VE BEEN UP TO:

We’ve all been subject to stay-at-home orders, but that doesn’t mean that the work stops for the IATSE! As always, the Canadian Department is continuing to assist local unions with bargaining, internal governance issues, organizing efforts, and grievances. International Representatives are also involved in various provincial discussions on back-to-work protocols and a Canadian motion picture industry task force. The International, Locals, and members have been using this time to work on how to get through this pandemic successfully, and how to be in the best possible position once we do.

RESOURCE WEBSITE FOR CANADIAN MEMBERS

The Canadian Department created the IATSE Canada website in both languages, as a one-stop-shop resource for Canadian members around COVID-19. The site can be found at www.iatsecanada.net (English) and www.iatsecanda-fr.net (French). Content includes tabs for:

- Assistance Contains information such as government benefits, health/retirement benefits, mental health resources, domestic violence supports, managing finances webinar info, temporary employment options, etc.

- Government Updates Provides COVID information from federal and every provincial government and includes a Daily Updates section, broken down by province & federally

- What is IATSE doing? This section explains our efforts behind the scenes to help members and the industry. It also contains government submissions from the IATSE and our coalition partners.

- What can I do? This section allows members to get involved in our efforts, and like the others, it is an evolving section. It started with a petition around support for workers, which was removed after we succeeded in getting the supports from government that we originally lobbied for. It now contains info/links for IATSE C.A.R.E.S., a CLC petition for credit card interest relief, info on courses from the TTF/LinkedIn Learning, and the Lost Work Survey, which asks people to fill in a survey on their wages lost to date. That survey is open to anyone in the entertainment industry, whether they have union representation or not.

ASSISTING LOCALS WITH FEDERAL GOVERNMENT BENEFITS FOR MEMBERS

The Canadian government has offered two significant benefits meant to provide income to workers, while also broadening the eligibility requirements for Employment Insurance (EI) benefits. The first new program is the Canadian Emergency Response Benefit (CERB), which provides $2,000/month for a period of sixteen weeks. We are currently lobbying to get that period extended. The second new benefit is the Canadian Emergency Wage Subsidy (CEWS), under which the federal government will pay 75% of employee salaries, up to a maximum of $847/wk. Its intention is for employers to keep people on payroll, regardless of whether employees are able to perform their jobs during the lockdown.

We continue to have Canadian Counsel Ernie Schirru provide updates and assist Locals with interpretation around eligibility of these member benefits. International Representatives are also assisting Locals with their efforts to urge employers to apply for the CEWS so that more of the membership can be brought back onto payroll. In some cases, elements of existing collective agreements can create superficial barriers to an employer’s ability to avail themselves of the program. International Representatives have been assisting Locals in navigating these discussions, providing contractual advice and written Memoranda of Agreement to cover off any temporary measures, where required.

WEEKLY COUNTRY-WIDE LOCAL UNION MEETINGS

Each week, the Canadian Department holds two country-wide meetings to hear from and advise the leadership and some senior staff from every local union; one meeting for stage Locals and the other for motion picture. The meetings
involve International Vice President & Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives, and Canadian Office staff. Meetings often a include guest speaker, such as President Loeb, Federal NDP Leader Jagmeet Singh, Canadian Heritage Minister Steven Guilbeault, the Actors’ Fund of Canada (the AFC), or representatives from our national health and retirement plans, with the speakers providing information and answering questions from Local leaders. Occasionally, motion picture and stage meetings are combined so that issues common to both sectors can be discussed.

DATA TRACKING
The Canadian Department is tracking estimated and projected Local monthly wage losses across the country for our members in the motion picture sector and the live performance sector. With hard figures in hand, this tracking has been very effective in helping to secure meetings with all levels of government. They also help to ensure that any supports offered by government are effective and appropriate for the entertainment industry. As the IATSE was one of the first, and best prepared, unions to secure meetings with the Ministry of Heritage, we were able to develop solid relationships that have since grown to include other Ministries.

LOBBYING
Through our lobbyist, we were able to get meetings across the country with Members of Parliament from all political parties. For these meetings, we included Local IATSE leaders from the MP’s riding or area, and in some cases, the meetings were conducted exclusively by the Local leaders. This approach not only ensures that MP’s can see how their own constituents are affected, it also ensures broad, cross-party support from government for our issues.

With most of our immediate concerns around worker supports addressed, we have pivoted to push for government support for our employers, particularly those in the live performance industry, who are at greater risk of permanent closure. We are regularly meeting with senior officials in the Ministries that have some carriage over our issues. In addition to the IATSE’s own efforts, we have banded together with other industry unions and guilds, of Canada around a one-time RRSP withdrawal to help plan participants get through this financially challenging period. The withdrawal would be non-taxable and participants would repay the monies into their RRSP account over a defined period of time, similar to withdrawals the federal government already allows for under the Canada Home Buyers Plan or Lifelong Learning.

BARGAINING NOTICES
Whenever possible, we’re pushing to bargain our agreements, but many Locals and employers have opted to delay bargaining until face-to-face meetings are again possible. The Canadian Department has drafted boilerplate language to protect bargaining rights until such time as agreements can be safely renewed. This boilerplate is available in French and English to all Canadian Locals and can be amended to fit local union specifics.

VIRTUAL LOCAL UNION MEETING GUIDELINES
With the prohibition on large gatherings, in-person General Membership Meetings are not possible, but that doesn’t mean that the business of the Local stops. Locals are still required to have meetings and the only way to accomplish this right now is online. There are many platforms on offer and we aren’t endorsing one over another, but Locals were request- ing assistance on Zoom, so we developed a guide to Zoom meetings. The guide covers the tech basics on how to conduct meetings, what types of meetings Zoom offers, pricing, and what union business can and can not be conducted virtually. A quick tutorial was provided to Local leaders on the weekly stage and film calls, and all were emailed the guide to keep as a reference.
Online Organizing in Canada: Embracing new strategies and tactics

Anyone who has done organizing has heard the adage “nothing beats an in-person, one-on-one conversation.” And if you’ve done organizing for a while, you’ll remember when the emergence of social media was going to usher in a new age of organizing where traditional face-to-face meetings were going to become obsolete. They didn’t. While social media and other online ways of communication have changed the organizing landscape, it still holds true that nothing beats an in-person, one-on-one conversation with someone. So now what?

Under the vision of President Loeb, the IATSE has embraced the principle that growth equals strength, and has genuinely prioritized organizing in recent years. Given the current realities of a COVID-19 world, now more than ever organizing must remain a priority. So how do we organize when our most proven and effective tactic is no longer possible? For the Canadian Department the answer was – we do everything the same, we just do it online.

As all regions began to enter lockdowns and travel became less advisable, we quickly moved all of our organizing committees to online platforms. It is important to be flexible with these platforms, whether its Zoom, Skype, Microsoft Teams, or anything else. Just like in-person meetings, you need to meet the workers where they’re at. Not everyone will have the same level of technological experience, so take your time when introducing new technologies. Expect mistakes.

Online meetings, whether with a group or a one-on-one have a tendency to feel formal and impersonal. Try to duplicate the same feeling and tone you would have during an in-person meeting. If you normally meet in a café, encourage people to come with a coffee. If you meet at a bar, bring a drink. If you normally share printed documents, share them on the screen. Make room for small talk and humour, the same way you would if you were sitting down at a table with people. Most importantly, keep meeting and keep talking to people.

Part of our organizing strategies always include large and small social events. All of which can be done online. We have done dinners, “grabbing a drink” and short check-ins, all using video conferencing platforms. We have also done large scale events like Townhalls, Drink and Draws and even group picnics online. They can feel a little awkward at the beginning because it’s new for everyone, but the results are the same - bringing people together socially helps build community, and building communities helps us organize. Whatever event you had planned, there’s a way to do it during the current pandemic; you just have to be creative.

Communication is key in any organizing campaign and now, more than ever, is the time to embrace the multitude of communication platforms that exist. Each organizing committee and group of workers is different, and each may have their own preference. Just like in-person organizing, it’s important to meet the workers where they’re at. Whether it’s social media like Facebook and Instagram or communication platforms like WhatsApp, Discord and Slack, we need to be flexible with what we use. And we need to let the workers tell us how they want to communicate.

At the end of the day, organizing is about bringing people together so they can improve their workplace and change their lives. We need to remember that we’re still able to this, just in different ways. As organizers, this is the perfect opportunity to be creative and try new things. As people begin to return to work, the need for strong representation is obvious and we need to seize that opportunity.
HOT DOCS TED ROGERS CINEMA ORGANIZING WIN

On Friday, March 13, as most of the population of Canada scanned their televisions and the internet for updates on whether provincial and municipal lockdowns would be instituted, a group of 15 front-of-house workers from Hot Docs Ted Rogers Cinema were gathered in a Toronto pub waiting for another update; the results of their vote to organize their workplace and become members of IATSE Local B-173. All at once, they received a notification on their phones. It was an update, but not the one they were waiting for. The Hot Docs Festival for 2020 had been postponed indefinitely due to the COVID-19 pandemic.

For months, front-of-house employees had been working with International Representative Jeremy Salter and a representative from Local B-173 to organize their workplace. Part of the IATSE Reps FOH campaign launched almost a year earlier, they were hoping to become the third successful organizing drive of the campaign, following successful votes at Soulpepper Theatre and the seven Artscape properties. Even given the knowledge that difficult times were on the horizon for the venue, the workers decided to proceed with their organizing work and filed the request to hold a certification vote on March 6.

Finally, a phone lit up with a notification. The results were in. With a bargaining unit of 22 people, the vote had a turnout of 92%, and was unanimously in favour joining the IATSE. Upon hearing the news, employees waiting at the pub erupted in smiles and cheers, high fives and hugs; the last of that type of celebration there would be for a while. As the workers revelled in their victory and shared stories about the campaign and next steps, the organizing team sat at a table off to the side making plans.

BIG NEWS FOR SOUTHERN ONTARIO LOCALS

On May 1, Local 924, a theatrical wardrobe Local, merged with Local 357, a stage Local. They shared their largest employer, the Stratford Festival, so the fit was a natural one. With a larger Local behind them, the move will also offer wardrobe members greater strength at the bargaining table. Talks around the merger had been underway for some time and, after having worked side-by-side for decades, relationships are already strong. Congratulations to all on the new partnership.
IATSE Pride Committee

The IATSE Pride Committee has been working behind the scenes to support our LGBTQ+ members during this difficult time. We acknowledge that there are various factors that can put members of our community at a higher risk for COVID-19, so we unveiled a brand-new website located at: www.iatsepride.net. It contains relevant links to resources for our community, in both the U.S. and Canada, that may be useful to our members.

The site also includes a tab dedicated to upcoming events. Although most Pride events around the world have been cancelled, the Committee began holding a series of town hall events to keep connected. Working together with Kayleigh Truman of Local One, the Committee brainstormed various ideas to help shape them, holding the first IATSE Pride Town Hall on May 8th.

Registration for that town hall was capped at 100 attendees, but spots went so quickly that we had to add extra capacity - and almost doubled our original numbers! We were honoured to have President Loeb as our very first speaker, welcoming everyone to the town hall. He praised both the Committee and attendees for the solidarity shown to our LGBTQ+ members and encouraged us to keep up the great work.

Each subsequent town hall has covered a different topic and featured a different guest speaker. These included Nneka Symister, the Healthcare Coordinator with Local One’s Wellness Fund, and Jerame Davis, the Executive Director of Pride at Work.

In addition to the town halls, we also held a few fun virtual events to celebrate Pride Month in June. These were open to both LGBTQ+ identifying members and their allies, unless otherwise stated. Members who subscribe to the IATSE Pride mailing list are the first to hear about these events, so if you want to make sure you don’t miss out, sign up at www.iatsepride.net/sign-up. And, as always, if you have any questions or suggestions for the Committee, you can email us at iatsepride@iatse.net.
LOCAL 751 ELECTS FIRST FEMALE OFFICER

On Thursday, March 19, 2020, Treasurers and Ticket Sellers Union Local 751 held its election for Officers, Trustees and Executive Council. For the first time in its 79-year history, the Local 751 membership elected its first female officer. In a landslide victory, Nancy Palmadessa was elected Secretary-Treasurer/Business Agent.

“Dating back to 1954, Local 751 has had over a dozen women elected to our Executive Council,” says Lawrence Paone, Local 751’s President. “We now have our first female Business Agent, and I can’t think of anyone more qualified than Nancy.”

Palmadessa holds a B.A. in Psychology from Hunter College and a Master of Public Administration from NYU’s Robert F. Wagner Graduate School of Public Service. Over the years she has served Local 751 as a member of its Executive Council and as a Trustee on the Union’s Benefit Funds. As Palmadessa puts it, “It has been a labor of love.”

Paone held a swearing-in ceremony for Palmadessa and the other recently elected officials via a video conference call on March 26th. Paone explains, “Given the historic nature of Nancy’s election, I didn’t want her or anyone else who won to have to wait to be sworn in until we’re permitted to meet again in person.”

Meanwhile, Palmadessa is ready to roll up her sleeves and get to work for Local 751. As she wrote in her campaign statement: “Let’s join together, emboldened by an appreciation of our worth and inspired by our many victories, and move forward with a sense of purpose and determination. With this approach, we’re unstoppable.”

CHICAGO FOOD DEPOSITORY

In mid-April, Local 2 stagehands raised over $11,000 through their Go Fund page. Due to their efforts, their contribution was enough to feed 34,260 people. Local 2 presented Greater Chicago Food Depository this check during the COVID-19 Crisis. Well Done!

ACWU IATSE B-778 RATIFIES FIRST COLLECTIVE AGREEMENT

Chartered in February 2020, the Arts and Cultural Workers Union IATSE Local B-778 became the newest local union in the IATSE family. In May, workers unanimously ratified their very first collective agreement with the Vancouver Artist Labour Union Cooperative (VALU CO-OP), establishing a bargaining unit of twenty new members. Located in Vancouver, BC, the VALU CO-OP will now be producing swag and other promotional items under an IATSE contract. With several other organizing targets in the works, this will likely be the first of many contracts for the IATSE’s newest Local!
TWU Local 768 Secretary-Treasurer Honored For Long-Time Service

On November 18, 2019 a farewell luncheon was held to honor and recognize Mary B. Seward for her 28 years of service as a Secretary-Treasurer from Local 768 Theatrical Wardrobe Union.

LOCAL 50 STAGE MEMBERS UNITE

From left to right: Pictured here is Local 50 Vice President Kevin Kern, Bobby Kern, Local 50’s oldest member Charlie Kohler (age 97) and Jim Pisano.
LOCAL 363 HONORS 40-YEAR MEMBERS

Local 363 honoring its 40-year stage members at their 40-year pinning and Holiday Party. Featured here are Local 363 Business Agent Steve Ernaut and senior members John Gurley, John Bock, Shane Williams, Bernie Beauchamp and Greg Hoff.

IATSE STAFF CELEBRATE HOLIDAY MOVIE NIGHT

Tacky Sweaters and Christmas movies! Pictured here are some of the IATSE General Office staff gathered together and all smiles at the Ugly Christmas Sweater Gremlins Movie Night.
On May 11, 2019 Local B-192 President Nicole Miller and Executive Board members Danielle Duboff and Jackie Aaronson pictured here joined the National Association of Letter Carriers for the annual Stamp Out Hunger Food Drive. After several days and countless hours of sorting through over a million cans and food, more than 70 million pounds of food was collected. In their mission, the food drive was able to assist an estimated 30 million families. Well Done! The Stamp Out Hunger Food Drive is also sponsored in part by the LA County Federation of Labor.

Annual Stamp Out Hunger Food Drive

On January 1, 2020 Ken Rice retired after 50 years as a Local 66 Stagehand. For 33 of those years he served as the Local’s Business Agent. He is pictured here receiving his Gold Card. Congratulations!

Local 769 Honors Long-Time Member

From left to right: Former Local 769 Business Agent Shirley Berling, Jerre-Jean Broll-Cook and Former President John Salyers celebrating Jerre-Jean Broll-Cook receiving her 50-Year pin.

Stagehand Local 66 Honors Gold Card Member

On January 1, 2020 Ken Rice retired after 50 years as a Local 66 Stagehand. For 33 of those years he served as the Local’s Business Agent. He is pictured here receiving his Gold Card. Congratulations!
SNEAK PEEK AT HOLLYWOOD’S BIGGEST NIGHT

President Loeb receiving a sneak peek tour of behind the scenes Oscar moments with members of Local 33, at the 92nd Academy Awards on February 19th at the Dolby Theatre in Hollywood, California.

Pictured here to the left of President Loeb is Mary Jane Hetrick, House Head at the Dolby Theatre along with members of Locals 705, 768 and 892.

A GLIMPSE INTO A DAY IN THE LIFE OF A CAMERA OPERATOR

Taking a brief break from his responsibilities as International President to step into the shoes of a camera operator; pictured here is President Loeb during his visit to St. Simons Island, Ga. with the Golf Channel crew. Bravo!
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## IN MEMORIAM

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<th>Name</th>
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<td>John G. “Jerry” Mclaughlin</td>
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## THANK YOU

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

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

**Contributor**
Brian Lawlor

**In Memory Of**
Herschel Waxman
LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:
AAE Amusement Area Employees
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&AESGA 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 Pubbliciti)
M Mixed
MAHS Make-Up Artists & Hair Stylists
MAHSG Make-Up Artists & Hair Stylists Guild
MPC Motion Picture Cosmeticians
MEPG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetetchniks)
MPP, AVE & CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians
MPP, OVT & AC Motion Picture Projectionists, Operators, Video Technicians, Video Technicians & Allied Crafts
MPP, V&T & AC Motion Picture Projectionists, Video Technicians, 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
MPST Motion Picture Studio Production Technicians
MPST Motion Picture Studio Teachers and Welfare Workers
MPVT/TV/A&GE Motion Picture Vидеотехники/ 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 & SPP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists
S Stage Employees
S&FMT Sound & Figure Maintenance Technicians
SAP&SC Seen Artists and Propmakers
SM Studio Mechanics
SM&BT Studio Mechanics & Broadcast Technicians
SS/C, C&A & PSSP Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

SS/PC, CC & PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants
T Theatre Employees
T&T Treasurers & Ticket Sellers
TBRASE Television Broadcasting Remote & Studio Employees
TSES Television Broadcasting Studio Employees
TSA Ticket Sales Agents
TVL, MAHS Theatrical Wardrobe, Make-Up Artists & Hair Stylists
TVW Theatrical Wardrobe Union
USA United Scenic Artists (inclusive of Theatrical Sound Designers)

CANADA

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DIRECTORY S E C O N D  Q U A R T E R  2 0 2 0 6 9
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<th>District No.</th>
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<tr>
<td>District No. 1</td>
<td>Montana, Idaho, Oregon, Washington &amp; Alaska</td>
<td>Delia Mulholland, 2800 First Avenue, Suite 236, Seattle, WA 98121 (206-478-8877) Website: <a href="http://www.districtone.com">www.districtone.com</a>; Email: <a href="mailto:deliam@twu887.org">deliam@twu887.org</a>.</td>
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<tr>
<td>District No. 2</td>
<td>California, Nevada, Arizona &amp; Hawaii</td>
<td>Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Website: <a href="http://www.iadistrict2.org">www.iadistrict2.org</a>; Email: <a href="mailto:ebrown@iadistrict2.org">ebrown@iadistrict2.org</a>.</td>
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<tr>
<td>District No. 3</td>
<td>Maine, New Hampshire, Vermont, Massachusetts, Rhode Island &amp; Connecticut</td>
<td>Patrick Keogh, 1520 Old Colony Avenue, Box 25, South Boston, MA 02127 (617-594-0012). Email: <a href="mailto:pkeogh@iatse11.org">pkeogh@iatse11.org</a>.</td>
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<tr>
<td>District No. 4</td>
<td>Pennsylvania, Delaware, Maryland, Virginia, West Virginia &amp; District of Columbia</td>
<td>John Page, P.O. Box 92820, Washington, D.C. 20090. (301-943-2908) (Fax: 202-635-0192) Email: <a href="mailto:iatse-d4@comcast.net">iatse-d4@comcast.net</a>.</td>
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<td>District No. 5</td>
<td>Wyoming, Colorado, Utah &amp; New Mexico</td>
<td>Doug Acton, 1418 Cerrillos Road, Santa Fe, NM 87505. (505-986-9512) (Fax: 505-986-9513) Email: <a href="mailto:dactondistrict5@gmail.com">dactondistrict5@gmail.com</a>.</td>
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<td>District No. 6</td>
<td>Texas, Oklahoma &amp; Arkansas</td>
<td>Steve Belsky, 1821 West 11th St, Austin, TX 78703, (512-436-9986) Email: <a href="mailto:sbelsky@iatse.net">sbelsky@iatse.net</a>.</td>
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<tr>
<td>District No. 7</td>
<td>Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi &amp; Louisiana</td>
<td>Andrew Dyaas, 1924 South 16th Street, Wilmington, NC 28401 (910-343-9448) Email: <a href="mailto:secretary@iatsedistrict7.org">secretary@iatsedistrict7.org</a>.</td>
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<td>District No. 8</td>
<td>Michigan, Indiana, Ohio &amp; Kentucky</td>
<td>Michael Lehane, 1422 Euclid Avenue, Suite 1604, Cleveland, OH 44115 (216-621-9537) Email:<a href="mailto:mikelehane@sbcglobal.net">mikelehane@sbcglobal.net</a>.</td>
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<td>District No. 9</td>
<td>Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska &amp; Kansas</td>
<td>Chris Gauthier, 1602 South Park Street, #224, Madison, WI 53715 (608-616-0251) (Fax: 608-251-6023) Email: <a href="mailto:ia251sba@tds.net">ia251sba@tds.net</a>.</td>
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<td>New York &amp; New Jersey</td>
<td>Greg R. Hancock, P.O. Box 3122, Secaucus, NJ 07096 (201-757-6846) (Fax: 201-863-8551). Email: <a href="mailto:hancoxgreg@aol.com">hancoxgreg@aol.com</a>.</td>
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<td>District No. 11</td>
<td>Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland &amp; Labrador</td>
<td>Cheryl Batulis, 1505 Holburne Road, Mississauga, ON L5E 2L7 (416-919-4282) Email: <a href="mailto:iadistrict11@gmail.com">iadistrict11@gmail.com</a>.</td>
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<td>District No. 12</td>
<td>Manitoba, Saskatchewan, Alberta, &amp; British Columbia, Yukon, Northwest Territories &amp; Nunavut</td>
<td>Peter Gerrie, 10428-123 Street, NW, Edmonton, AB T5N 1N7 (780-423-1863) Email: <a href="mailto:iatsed12@gmail.com">iatsed12@gmail.com</a>.</td>
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<td>District No. 13</td>
<td>Florida, Puerto Rico &amp; the U.S. Virgin Islands</td>
<td>Kimberly Holdridge, P.O. Box 533843, Orlando, FL 32853 (321-230-0161) (Fax: 321-230-3824) Email: <a href="mailto:KimberlyABoWles@gmail.com">KimberlyABoWles@gmail.com</a>.</td>
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IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.

The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights
- Defend our pension funds and health care benefits
- Eliminate so-called "Right-to-work" laws that enable free-riders
- Enforce strong copyright protections
- Protect funding for the arts
- Ensure equality for all and oppose all forms of discrimination

WHO CAN CONTRIBUTE?
Members of IATSE local unions and employees of the IATSE—and their families—are the only individuals who may contribute to the PAC

HOW TO CONTRIBUTE:
- Visit IATSEPAC.net to contribute online and access additional resources
- Fill out and submit the IATSE PAC contribution form
- Contact iatsepac@iatse.net to inquire about payroll deduction options

"Labor unions are under assault, with politicians across the country undermining workers’ collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse."
—Matthew D. Loeb, IATSE International President
COVID-19 has impacted all of us. Union Plus can help.

Our Union Plus program partners have accommodations for members struggling during this public health crisis. Participants in our Union Plus Mortgage, Credit Card, Personal Loan, or Supplemental Insurance programs may be eligible for additional hardship assistance through the Union Plus Mortgage Assistance Program and Union Plus Hardship Help.

Visit unionplus.org and follow Union Plus on Facebook at facebook.com/unionplus for ongoing program updates and resources.

Be well and stay healthy,

The Union Plus team

Learn more at unionplus.org/healthsavings