



Report of the International President

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



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

INTRODUCTION

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

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

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

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

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

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



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

Treasurers and Ticket Sellers

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

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

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

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

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

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

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

Pink Contract Negotiations 2006

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

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

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

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

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

Obama for America

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

MOTION PICTURE AND TELEVISION PRODUCTION DIVISION Operations

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

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

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

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

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

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

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

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

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



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

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

WEST COAST OFFICE

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

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

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

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

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

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

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

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

THE OFFICIAL BULLETIN

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

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

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

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

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

IATSE WEB SITE

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

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

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

For the 66th Quadrennial Con-

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

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

TRADE SHOW AND DISPLAY WORK Mutual Assistance Pact with Painters

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

Decertification Attempt

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

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

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

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

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

EAC Negotiations

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

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



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

GES Warehouse/ Onsite Freight Organizing

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

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

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

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

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

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

GSC Negotiations

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

Brede/Allied Negotiations

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

Champion Negotiations

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

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

ORGANIZING DEPARTMENT

Local Union Organizing

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

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

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

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

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

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

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

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

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

Stage

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

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



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

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

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

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

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

Broadcast

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

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

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

In 2005 the International intervened on a RC Petition filed by

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

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

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

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

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

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

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

IATSE NATIONAL BENEFIT FUNDS

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

this year's distribution which occurred in May 2009.

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

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

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

IATSE National Pension Fund

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

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

IATSE Annuity Fund

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



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

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

IATSE 401(k) Fund

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

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

IATSE National Vacation Fund

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

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

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

IATSE National Health and Welfare Fund

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

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

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

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

STAFF RETIREMENT FUND

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

are invested in stocks and fixed income securities.

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

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

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

STATUS OF VARIOUS LOCAL UNIONS

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

CANADA

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

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

Local No. 63 – Winnipeg Stage

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

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

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

Local No. 129 Hamilton / Brantford, ON

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



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

Local No. 173 Province of Ontario

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

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

Local No. 212 Calgary, AB

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

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

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

Local No. 514 Province of Quebec

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

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

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

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

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

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

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

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

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

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

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

Local No. 669 Western Canada

Since the last Convention, Local

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

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

Local No. 822 Toronto, ON

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

Local No. 828 Province of Ontario

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



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

Local No. 891 Vancouver, BC

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

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

Jubilee Auditoria

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

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

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

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

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

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

Piracy and Copyright Reform

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

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

NEW LOCALS:

MPSPT – 514

Province of Quebec

EE-838

Salt Lake City, UT/Southern Idaho

TBSE-745

Minneapolis, MN.

TBSE-762

Chicago, IL.

B-26

Minneapolis-St. Paul, MN.

MERGERS:

S-109

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

M-173

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

M-174

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

O-224

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

O-249

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

M-272

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

MPP,O&VT-364

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

M-451

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

O-486

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

O-521

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

M-538

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

M-558

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

bition Employees Local 835, Orlando, FL.

M-564

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

MPSAC-790

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

EE 836

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

SDMM-847

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

TWU-890

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

M-898

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

JURISDICTIONAL CHANGES:

M-23

State of Rhode Island

S-74

Southern Connecticut

M-627

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

M-665

State of Hawaii

TW,MA&HS-830

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

MPSPT-891

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

NEW TITLES:

MPP&VT– 143

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

O-199

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

SM-487

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

ADG&STGA-800

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

SS/C,C,A&APSG-871

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

