

69TH QUADRENNIAL CONVENTION

**TOGETHER
WE RISE**

The logo for the International Association of Actuaries (IAA) is positioned between the words 'WE' and 'RISE'. It features a central shield with the letters 'IAA' inside, surrounded by a cross-like shape with the letters 'A', 'T', 'S', and 'P' at the ends of the arms.

VIRTUALLY HELD JULY 27-29, 2021

REPORT OF THE
**INTERNATIONAL
PRESIDENT**

2021 REPORT OF THE PRESIDENT

TABLE OF CONTENTS

INTRODUCTION	1
THE OFFICIAL FAMILY	3
CONSTITUTIONAL AMENDMENTS	5
IATSE OFFICE OPERATIONS	5
CONVENTION TRANSPORTATION AND PER DIEM FUND	6
AFL-CIO	6
CANADIAN LABOUR CONGRESS CONVENTION	7
INTERNATIONAL RELATIONS	7
CHARITABLE ORGANIZATIONS	7
IATSE WOMEN'S COMMITTEE	8
YOUNG WORKERS COMMITTEE	10
IATSE GREEN COMMITTEE	12
IATSE PRIDE COMMITTEE.....	13
DIVERSITY, EQUITY, AND INCLUSION COMMITTEE	14
DISASTER RESPONSE COMMITTEE.....	15
AFFILIATED EMPLOYEE BENEFIT FUNDS	15
IATSE National Benefit Funds.....	15
Canadian Benefit Plans	18
Motion Picture Industry Health and Pension Plans	18
TRADESHOW AND DISPLAY WORK DEPARTMENT.....	20
STAGECRAFT DEPARTMENT.....	24
CANADIAN AFFAIRS DEPARTMENT.....	31
MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT	37
COMMUNICATIONS DEPARTMENT	43
EDUCATION AND TRAINING DEPARTMENT	46
IATSE TRAINING TRUST FUND.....	53
BROADCAST DEPARTMENT.....	56
POLITICAL AND LEGISLATIVE DEPARTMENT	61
IATSE PAC	65
STATUS OF VARIOUS LOCAL UNIONS.....	66
CONCLUSION.....	67

INTRODUCTION

Greetings Sisters, Brothers and Kin:

For the first time in our long, proud, and storied history we gather remotely from the expanses of the United States and Canada. We do so for the good of this great Alliance so that we may move forward into the future with vision, strength, and solidarity. The well-being of the membership and their families is of paramount importance and so, our work here and over the past four years remains focused on that end.

The COVID-19 pandemic has challenged us in many ways. Concern for health and safety being the main priority. We continue to work tirelessly to secure and enforce protocols to keep members safe at work. Return to work discussions have taken place throughout the industries in which IATSE members work and we have achieved some of the most stringent requirements possible to keep our members safe. Yet, there are still numerous venues that are restricted by government rules and regulations related to large gatherings and crowds that prevent or slow our full return to work. Many announcements have been made pointing to reopening all sorts of live events. With the broad distribution of vaccinations there is hope that a return to normalcy is on the horizon.

With respect to the IATSE's response, all of the Constitutional bodies and committees were active in support of relief for the membership and Locals. The General Executive Board convened numerous times putting a number of measures in place. The Board approved two-and-a-half million dollars to industry charities to help our members in need. In addition, per capita relief was instituted in an effort to prevent Locals from falling into arrears.

We formed IATSE CARES in an effort to provide direct assistance to members most in need and had volunteers sign up to help—member-to-member—by delivering necessary supplies to those in need. A program was also instituted to check-in on members who were isolated by placing periodic calls to keep them socially connected. We stood together for the well-being of the membership and that is always our primary goal.

Among our most important efforts was lobbying government throughout the U.S. and Canada to implement relief and economic assistance that would apply to our largely freelance workforce. It was crucial that we made it clear that our industries were among the hardest hit and that workers in entertainment would need immediate meaningful assistance to make it through, arguably, the hardest times in our history.

Our legislative and policy influencing efforts paid off. IATSE members were included among those who would receive extended and increased unemployment benefits, lump sum payments, and health coverage extensions. Legislation such as the “Save Our Stages” Act was introduced in the U.S. to support our employers with their efforts to restart operations by making up for losses due to the pandemic with government grants.

The trustees of the IATSE National Benefit Funds and the Motion Picture Industry Health Plan took swift action to secure and extend health coverage on behalf of the participants. Significant relief was granted to continue crucial health benefits in the midst of this devastating health crisis.

Return to work discussions continue on a number of fronts. The parties continue to meet periodically to discuss and address matters related to COVID-19 in motion picture production. That industry has made a significant recovery in large part due to the stringent measures that were negotiated. Infection rates have consistently remained far lower among workers adhering to the regimen of agreed-upon workplace measures than the general population and most other industries.

While the broad distribution of vaccines has eased the pressure somewhat, our diligent efforts to secure the safest possible conditions for live events remains a priority. To that end we have entered into discussions with the appropriate parties in various parts of the industry. Negotiations with employers in stagecraft (including with the Broadway League), trade-show employers, and broadcast television employers have taken place, and the Departments within the International have worked tirelessly on this top priority.

The tremendous work of the Alliance in these trying times is notable. The craft departments stepped up. The Committees including Young Workers, Pride, Women's, and Disaster Response stepped up. The elected officers stepped up. The representatives stepped up. The Legal Department, Political and Legislative Department, Education Department and Communications Department played an integral role in our activities and efforts throughout the pandemic and their exemplary work is worthy of recognition.

I would be remiss to not mention the tremendous work of so many Locals and their members. From helping to manufacture masks, to working food banks, to setting up field hospitals and vaccination sites, the IATSE has done its part. We did so in solidarity, the foundation upon which this great Alliance is built. Yet we worked beyond that call to be part of the broader war against the insidious COVID-19 virus.

The last Convention theme, “Growth Equals Strength” has guided us through these difficult times. Growth is not only about organizing, but also about educating our leadership at all levels to be the best they can for the benefit of the members. It is about increasing our reach with robust and sophisticated communication tools. It is about being knowledgeable about policies and laws that are constantly evolving. It is about mentoring the members who will be the strength and leadership of the future. And it is also about personal growth, tolerance, acceptance, and a commitment to making the IATSE the strongest, most inclusive organization we can be.

I have reconstituted the existing Diversity Committee. The Committee, now named the Diversity, Equity and Inclusion Committee, has been actively engaged in the formulation and implementation of programs and initiatives aimed at promoting and increasing diversity in the Union. Educating the membership and making positive change is critical to the future of this Alliance. We as an organization must recognize that social injustice is intolerable, that all people deserve dignity, respect, and the fair and equal opportunity to pursue and fully realize their personal and professional goals. To that end we must educate each other and be forward thinking. We must acknowledge that there are unfair systems in place and that change must happen. We must recognize our own institutional history and improve so that we—each of us—always advocate for the people we represent, and so that we are part of a movement to make our Union, our communities, and our nations better and more inclusive.

The May 25, 2020, murder of George Floyd by police inspired global demonstrations and protests. The world watched the video of Officer Derek Chauvin, with his knee on Floyd’s neck for eight minutes and 46 seconds, in horror and disgust. This sickening crime motivated a reckoning about racism and treatment of minorities. A loud and strong call for change has been heard, and we will act on it. We can never sit idly by while injustice is repeatedly inflicted on a group of people because of the color of their skin. Black Lives Matter.

In Canada, the National Day for Truth and Reconciliation was introduced as one of the 94 recommendations of the Truth and Reconciliation Commission, which will create a new federal holiday beginning this year and continuing every September 30th, called the National Day for Truth and Reconciliation. The bill was fast-tracked after the discovery of the remains of 215 children in unmarked

graves outside a former residential school in British Columbia. On each September 30th, Canadians are meant to reflect and educate themselves about the issues still facing indigenous people, and how so many of these are directly related to the residential school system.

September 30th provides us the perfect time to present our members with an educational opportunity while also showing our solidarity with the Indigenous community. We are therefore very pleased to partner with Reconciliation Education to offer a course called “4 Seasons of Reconciliation”, anti-racist training that provides the basic foundation on reconciliation with authentic Indigenous voices. Earlier this month, the General Executive Board approved initial funding for 100 members to take the course, with the possibility of additional funding if there is sufficient demand. There can be no reconciliation if we are not willing to confront some uncomfortable truths about ourselves and our history, and this course will provide a path to begin that work.

The work of the DEI Committee continues to move the Union forward with respect to social and economic issues of importance to the members.

The Women’s Committee has now been in place for six years. It continues to identify issues of significance to the women of the IATSE and further the causes of equity, fairness and equal opportunity in the workplace and society in general. If this organization is to be the strongest it can be, it is crucial that our consolidated power be exercised and that can only happen with full inclusion, respect, and appreciation for the value of each member. The Women’s Committee’s activities have proven to increase the solidarity in the union and have thereby, increased our power.

We must remain mindful that we are obligated not only to those we represent today, but also the members of the future. We must build on our strong foundation by preparing the next generation of members and leaders to continue furthering the union’s priorities. The Young Workers Committee is building a network of proud, young IATSE members with vision and commitment. They are the future, and it is imperative we support and mentor them.

I appointed a Pride Committee for the first time in our history on March 20, 2019. The Committee has been actively engaged with a number of initiatives aimed at addressing issues of interest to our LGBTQ+ members. Communicating with members and local unions, encouraging participation and social dialogue around matters of importance, offering assistance

and information to LGBTQ+ members during the pandemic and educating the membership and allies about the issues faced by the LGBTQ+ community are among the priorities of the Committee. The Union continues to fully support the unprecedented work of the Pride Committee.

The future of our planet and playing our part in environmentally responsible behavior should be a concern for all of us. Thus, the Green Committee was established to initiate programs aimed at environmental sustainability generally but also with specific focus on the industries in which we work. I am confident that the Committee will, among other efforts, help develop models for Locals and their members to employ on the job, conduct outreach and partner with other organizations to do the crucial work of supporting environmentally sound practices and policies.

As we have experienced more natural disasters the need arose to establish a Disaster Response Committee. The Committee has been compiling best practices and building a network by partnering with local unions. The Committee works with Locals and members where a disaster may occur to offer swift and much needed relief. The Committee will continue its diligence in monitoring how these disasters affect our members and prepare to offer whatever help may be possible in these often-dire situations.

As we move the union forward, we continue to build on solid foundations laid by our Pillars of Success.

Our Communications Department is actively disseminating information to keep members up to date on issues of importance. The Department aids and supports in all of our campaigns from activism to organizing to education to social priorities. The Alliance offers this support to build greater solidarity and increase our voice and potency. In particular, if we end up in a dispute, it is, of course, critical that we utilize all of the tools at our disposal. The Communications Department continues to effectively deploy information strengthening us in achieving our objectives.

Our education and training efforts continue to develop, addressing the needs of the membership and the leadership. Member and officer training remains a major priority for the Alliance. During the COVID-19 pandemic, we continued to engage with members and leaders by offering numerous webinars and online trainings, which remain immensely popular. We continue to support leadership education so that the members are provided with the best representation possible. It is critical that all levels of leadership remain current with respect to matters affecting the daily imperatives

of the Union. Changes in the law, the political landscape, organizing and bargaining strategies, union administration, public speaking and matters related to finances and required record keeping are all integral parts of our leadership education program.

In addition, the IATSE Entertainment and Exhibition Industries Training Trust Fund is now reaching thousands of members, increasing their skills, teaching safe practices, educating about new technology, equipment, and workflow. Just ten years old, the Training Trust has more than a thousand contributing signatory employers, seventeen full-time employees, and occupies a full floor at the IATSE West Coast Office in Burbank, CA. Having the best qualified, safest members possible is always our goal. This is critical for organizing so that we remain the “go-to” labor force in the industry.

Activism and our political activities have remained integral to success in achieving our goals and furthering our collective vision. In addition to political advocacy designed to put our Alliance on solid social and economic footing, we also engage in myriad kinds of community outreach, charity work and relationship building with organizations and entities that are likeminded in pursuing fairness and justice alongside us. Our work in these areas promotes the interests of this Union as well as the general goals of the labor movement.

THE OFFICIAL FAMILY

In addition to the personnel changes among the various Departments of the International Union that are mentioned elsewhere in this report, as well as those described in remarks to the General Executive Board since the 68th Convention in 2017, I bring to your attention the following changes that have occurred within the Official Family, including most notably to the General Executive Board.

First, I regret to note the passing of retired International Vice President and Business Manager Emeritus of Local 2, Daniel J. Kerins in January 2021. Vice President Kerins had a notable career and was well-renowned in his Local. He was first sworn into membership in the Alliance in 1947 and began serving as a Local official from 1967 through 1995 and was an International Vice President from 1987 through 2004. He will be long remembered by members of the Alliance.

At the IATSE General Executive Board Meeting in Los Angeles in 2018, Ninth International Vice President William Gearns stepped down from the General Executive Board and retired from his position

as Director of the Trade Show and Display Work Department. Bill has been a member of the IATSE for over fifty years. He became an International Representative in 1988 and was appointed to lead the Trade Show and Display Work Department in 2000 and guided that Department since its inception. He has been an influential leader in the IATSE, and his leadership has been missed. The International Alliance owes a debt of gratitude to Bill for his service to the members and support of our vision. To fill these vacancies, International Representative Joanne M. Sanders assumed her current role as Director of the Tradeshow Department. The General Executive Board also unanimously elected her to serve as 13th International Vice President. She has proven to be a continuing and valuable leader of the Alliance in these capacities.

The 16-year Director of the IATSE Stagecraft Department, Daniel Di Tolla, retired from that position in February 2021. While Vice President Di Tolla continues to serve the Alliance on the General Executive Board, his contributions to the IATSE—over the course of an astounding 42 years—are admirable and immeasurable. He has been responsible for improving the lives of thousands of workers and their families. The members of this Alliance have been privileged to have him serve as Director of Stagecraft. In his place, former Assistant Director of Stagecraft D. Joseph Hartnett, and 1st International Vice President Michael J. Barnes, now serve as Co-Directors of the Department. With a combined total of 44 years' experience as IATSE leaders in Stagecraft, the Department remains in good hands.

To fill the vacancy left when Director of the Political and Legislative Department Erika Dinkel-Smith departed to work on President Biden's election efforts, we have been fortunate to have Tyler McIntosh assume that role. Tyler comes to us with a passion for activism, legislative advocacy, advancing workers' rights and the fundamental ideals of trade unionism.

No discussion of the Broadcast Department of the IATSE would be complete without mention of the retirement of Sandra England, who retired as Department Director. Since before the establishment of the Broadcast Department, for decades as an IATSE Representative, her tireless leadership and tenacious dedication to the welfare of all workers (including broadcast workers in particular) deserves high esteem. Sandra led the Broadcast Department from its creation in 2012 and retired as its Director in February 2019. In her place, upon her retirement, I appointed Steve Belsky and Fran O'Hern to be Co-Directors.

As mentioned above, other than those described elsewhere in this report, the following International Representatives have been appointed. John Gorey assumed the position of International Representative in August 2017. He is a 4th-generation member of the IATSE, having been a member of Local One for 20 years. Since 2002 he has been a member of Local 720. From 2009 to 2014 he served as Assistant Business Agent for Local 720. He was then elected Business Representative in 2014. We welcome his experience. Daniel Little, who has been working as an active organizer with Local 8 since 2012 and has also served as an Associate Business Agent for Local 8, began working for the International Alliance as a Special Representative in August 2017 and has since become a full-time International Representative. Allison Smartt, a member of Local 232 in Northampton, MA who had also more recently worked in the jurisdiction of Local 33 has also become an International Representative. Allison is an experienced instructor and technician. Justin Conway, union representative and organizer for over twenty years, has joined us as an International Representative in the Broadcast Department. Also joining the Broadcast Department is International Representative Kevin Allen, a charter member of IATSE Local 796 who has also served as its Business Agent. And additionally, Rachel McLendon, an International Representative, brings considerable experience, having previously worked in the broadcast sports industry for 15 years. International Representative Benjamin Hague has also joined us from Chicago and contributed significantly to the Union's organizing efforts in Stagecraft over the past several years. Jeremy Salter, an experienced organizer has been added to the staff working within the Canadian Affairs Department. Wade Tyree, an official coming to us from Local 487, as noted elsewhere, has been added to the Motion Picture and Television Production Department. Tanya Mahn, an International Representative in the West Coast Office has joined us with 25 years of experience in the labor movement. Finally, Monty Montgomerie, formerly the Business Agent of Local 873, is a Representative in the Canadian office.

To further expand our in-house legal capacity, Michael A. Short has joined the Legal Department working out of the West Coast Office. The General Office has welcomed Megan Greene as Communications Outreach Coordinator and Hannah D' Amico as Safety & Training Outreach Coordinator in our Education and Training Department. All these additions will help further the efforts of this Alliance and are emblematic of our staff's unprecedented dedication to the IATSE during the remarkable four years we have all experienced.

CONSTITUTIONAL AMENDMENTS

In the materials circulated to Delegates, a series of proposed Constitutional changes have been included, which will be before the Constitution Committee. The Committee will examine the proposed changes, suggest referral to another committee, or recommend that action be taken by the Convention.

Despite the unusual circumstances that have brought us together in this virtual format, with this report, I am grateful to review the developments, progress, and growth of the Alliance during the past four years. The challenges we have together overcome are significant and ongoing. However, it appears that certain changes to the International Constitution will be valuable to the operations of the Alliance and ensure compliance relevant to our ongoing needs and statutory obligations. As I have said to past Conventions, I urge you to review these proposed changes.

IATSE OFFICE OPERATIONS

Since I reported to you during our last Convention in 2017, the Alliance has continued to make full use of the General Office in New York, even despite the COVID-19 pandemic. Even before the pandemic began, the General Office in New York had been continuously upgrading and improving upon its information technology systems. We upgraded the General Office's telephone systems even before the expectation that more of the IA's work would be conducted over the phone as opposed to in person. These upgrades, since 2017, could not have come at a better time, because increasing online work and connectivity became paramount during the pandemic. As has been reported to the General Executive Board by General Secretary-Treasurer Wood, this included upgrades to hardware and software for the General Office and also International Representatives in the field. We installed upgraded firewalls to provide better, redundant data security. The internet capabilities in the General Office were also expanded in order to allocate the right resources for cloud-based data systems. Various enhancements had been added to the membership database. To secure our virtual systems against malicious malware and ransomware attacks that pose an increasing threat, the IATSE engaged renewed security education platforms (including simulated harmful emails to Representatives and staff) to test and assist the functionality of email awareness. By and large, these efforts have been successful because only a nominal portion of staff email users utilized the link. Again, these improved security features came at an opportune time. The information systems of the

Alliance clearly became even more critical to our staff and Representatives working remotely during the COVID-19 pandemic. Beginning in mid-March 2020, when the pandemic began to enter its full swing (and no one was aware how lasting the impacts would be) the General Executive Board was able to hold meetings via video and teleconference thanks in part to our existing information technology resources. I would like to specifically acknowledge the efforts of the IA's Information Technology Manager Jimmy Rainey in the General Office, who remained continuously available to assist IA personnel as remote work environments became the norm in March 2020.

I would also like to mention, as has been pointed out by General Secretary-Treasurer Wood in prior remarks to the General Executive Board, the staff of the IATSE has upheld a tremendous commitment to the work of the General Office, even during a COVID-19 required transition to remote work. Without the commitment of our personnel, the continuing, ordinary operations of the General Office would not have been possible. Even during the darkest moments of the COVID-19 pandemic in New York, dedicated staff members continued reporting to the General Office regularly to maintain our operations. I am glad to say those employees did so safely. Further, our local union officers demonstrated patience and perseverance during a time when COVID-19 related restrictions were shuttering the workplaces of IATSE members.

The IATSE West Coast Office operates in Los Angeles as an extension of the President's office and under my supervision. The West Coast Office (WCO) is administered day to day by Vice President Michael Miller. Currently, in addition to Vice President Miller and Assistant Motion Picture Department Director Vanessa Holtgrewe, there are five International Representatives, two attorneys, and staff working out of the WCO who are involved in the representation of all crafts of the Alliance and serve Locals and members throughout the Western part of the U.S. In 2020 (in addition to the personnel changes described elsewhere in this report) longtime West Coast Office Manager Buffy Snyder retired, and I would like to recognize her for her years of service to the IATSE. I am pleased to report that Jennifer Fraley was promoted to fill that vacancy. In addition, the offices of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF) occupy, as a tenant, the second floor of the IATSE West Coast Office building in Los Angeles.

As the officers and staffs of both the IATSE and the Training Trust have grown, it became apparent several years ago that we needed to upgrade the facilities in

Los Angeles to address this growth as well as future expansion. I reported to the 68th Convention in 2017 that the General Executive Board had approved my recommendation to purchase the property at 2210 West Olive Avenue, Burbank, CA. That property purchase was finalized, and the West Coast Office moved into its expanded spaces in August of 2019.

Since then, the Office has hosted numerous meetings, events, and negotiations. Additionally, as the COVID-19 pandemic impacted our members, our new home became a distribution point for food banks for entertainment industry members that needed food as they struggled with the pandemic. As the COVID pandemic subsides and business returns to normal, I anticipate that the West Coast Office will return to being the hub of the IA in Los Angeles and throughout the West, as it was intended and designed to be.

As reported to the 68th Convention, the Canadian Office building, located in downtown Toronto, was purchased in 2005. It is a converted 3,634 square foot, three-story plus basement house. Since that time, the building has significantly appreciated in value. For the past several years, we have had two tenants: Enerlife Consulting, a group that finds green solutions for businesses, and the Canadian Entertainment Industry Retirement Plan (CEIRP), which we founded. As both the Canadian Department and CEIRP have slowly increased their staffing requirements, we have needed to increase the space required for both. In 2019 we terminated our lease with Enerlife, and CEIRP, which used to share space with the Canadian Department, has now taken over the lower level of the building.

CONVENTION TRANSPORTATION AND PER DIEM FUND

When I addressed you at the 68th Quadrennial Convention four years ago, a change to the Alliance's International Constitution was proposed, recommended, and duly implemented, which increased the monies available to offset the lodging, meals, ground transportation, and incidental expenses of each Delegate during their service at future Conventions. As you know, the Delegates to this 69th Convention are attending in an exceptional and unique virtual format. The Alliance nonetheless recognizes the time that each Delegate must dedicate in order to attend these virtual sessions. In recognition of this commitment to these important proceedings, which will shape the following four years of our Alliance, I am making the following recommendation. Resources available from the Convention Transportation and

Per Diem Fund should provide each duly accredited Delegate the constitutionally described per diem allowance of \$200 per day for the five days that will comprise this unprecedented virtual Convention and related meetings, including our Delegate Orientation and Committee Meetings. I regret that unparalleled conditions resulting from the COVID-19 pandemic have compelled us to proceed in this virtual setting. Nonetheless, I thank the Delegates for their participation in this crucial Convention of the Alliance.

AFL-CIO

I am pleased to advise you that I, as representative of the IATSE continue to serve on the AFL-CIO Executive Council. This position has offered the Alliance the opportunity to connect regularly with the broader labor movement in close manner for many years. I am grateful that the Alliance remains represented on the Council. As I reported at the 68th Convention—and I still believe—the AFL-CIO is perhaps the most influential coalition that the Alliance takes part in. I am proud of our position within the Executive Council and offer a voice for our members within the broader American labor movement when necessary.

While the AFL-CIO typically conducts significant business at a convention of federation members (every four years), like many operations of large organizations, the next convention that would have been scheduled to commence in-person with over 1,000 delegates in 2021 has been derailed by the COVID-19 pandemic. A resolution by the Executive Council, which was passed in March 2021, recognized that the interactions and discussions of an in-person meeting are generally essential to an ordinary AFL-CIO Convention.

The next AFL-CIO Convention is consequently scheduled to take place by June 30, 2022, in Philadelphia, on days and during times designated by the AFL-CIO President, in consultation with the Executive Council. The terms of office for existing officers of the AFL-CIO were thus extended, including President Richard Trumka, Secretary-Treasurer Liz Shuler, and Executive Vice President Tefere Gebre, who have offered sound leadership during some of the most difficult times that the American labor movement has witnessed in a generation.

Finally, I remind you of the provisions set forth in Article Nineteen, Section 22 of the IA Constitution, which require our local unions, with the exception of Special Department Locals, to affiliate with their State, Provincial, and Central Labor bodies of the AFL-CIO and CLC. I understand that a great majority of our

local unions are so affiliated. These affiliations are important pathways. They offer opportunities to join together with our fellow labor organizations and build solidarity.

CANADIAN LABOUR CONGRESS CONVENTION

With IATSE CLC Delegate Siobhan Vipond in the running for one of the two Executive Vice President Positions, the IATSE took a very active role in this year's Canadian Labour Congress Convention. Siobhan was part of Team Unite which included CLC Presidential candidate Beatrice Bruske of the UFCW and Secretary-Treasurer Lily Chang of CUPE. The slate was endorsed by many of the major unions, including the Steelworkers, the CWA, the Machinists, the ATU, the IBEW, ACTRA, and PSAC.

The election results were overwhelmingly decisive with candidates on the Team Unite slate receiving between 84 percent and 92 percent of the votes for their respective positions. This was an historic election for the IATSE as it marks the first time an IATSE member from either country has ever held a fulltime officer position in a national labour body.

INTERNATIONAL RELATIONS

As mentioned in previous reports, the IATSE has enjoyed a joint relationship with the Broadcasting, Entertainment, Communications and Theatre Union (BECTU) in the United Kingdom. We have continued our historic relationship between the IATSE and BECTU; maintained communications; and offered mutual assistance when possible. Since the adjournment of the 68th Convention, Gerry Morrissey, who has been a long-term ally and friend of the IATSE (who assumed multiple posts as an official of BECTU and worked in the media industries of the United Kingdom) is now retired after receiving a lifetime achievement award from BECTU.

Even prior to our last Convention, Mr. Morrissey joined me and other leaders around the globe on the executive council of UNI Global Union's Media Entertainment Industry sector (UNI-MEI). UNI-MEI, comprised of trade unionists from around the world, includes hundreds of unions with millions of members from well over 70 countries. Our affiliation with this global coalition continues the IA's capacity to build relationships and allies. Mr. Morrissey formerly headed UNI-MEI prior to his retirement. Following his retirement, I am honored to humbly report that I was unanimously elected as president of UNI-

MEI. While I have been privileged to serve as a vice president of the UNI-MEI world executive board since 2008, it is a distinct honor to participate in this role in a global community guided toward the prosperity of people in our industries. Leaders from around the world in media and entertainment unions conferred this honor in 2018 in Toronto. That meeting, which was hosted in part by the IATSE in Canada (along with other labor organizations), included discussions about global cooperation in union organizing. By maintaining these noteworthy ties to unions across the world, the Alliance has been involved in pertinent discussions with our global brothers, sisters and kin concerning gender equality, union organizing, and working conditions for employees in our sectors. By sharing our collective views, visions, and knowledge, I believe that the Alliance has strengthened the connections between organizations worldwide and expanded the reaches of the IATSE's relationships. As this coalition endures, the IA will maintain, build, and cultivate associations with our global colleagues. With our connections to these worldwide organizations, the Alliance builds capacity to act on behalf of workers throughout the United States and Canada. Again, I am grateful to maintain our coalitions with global and overseas organizations.

CHARITABLE ORGANIZATIONS

As has been reported in the minutes of the proceedings before the General Executive Board, the IATSE's relationships with non-profit charitable organizations became even more important during the past four years. At my suggestion—even before the longevity of the COVID-19 pandemic was on the horizon—the General Executive Board unanimously approved a charitable contribution of over \$2,500,000 to three prominent charities with which we have associated for many years. The Alliance elected to make this donation in March 2020 to the Actors Fund in the United States, the Actors Fund of Canada (the AFC), and the Motion Picture & Television Fund. These organizations were selected because they were turn-key. Their proven ability to assist IA members has been noted and they have had the necessary arrangements in place to provide charitable assistance to workers of the Alliance. We have also continued our long-term relationships with the Will Rogers Motion Picture Pioneers Foundation (another of several charities created by the film and television industry for the people within the industry) with a storied history. It continues to offer a beneficial relationship with the Alliance, with a range of services, and it should continue to receive our support.

As mentioned above, the Alliance made a significant contribution to The Actors Fund, which was founded in 1882, and provides services and programs for professionals throughout the performing arts and entertainment industry, including members of the Alliance. The Actors Fund has assisted IATSE workers across the United States, even in these unprecedented times. Programs and services available to individuals in the entertainment industry address a range of individual subjects. They have assisted thousands of IATSE members over the past several years.

The Actors Fund of Canada, or the “AFC,” has remained committed to an inclusive mission, and the members of the Alliance should be proud to contribute to this important organization that provides assistance to our members in Canada along with others who work in the arts and entertainment industry. The IATSE and Canadian local unions have undoubtedly benefited from the International Union’s support of the AFC during the COVID-19 pandemic.

The Motion Picture & Television Fund (MPTF) provides services to IA workers routinely. Thousands of individuals take advantage of MPTF offerings, and I am pleased that the Alliance has continued to support it since the 68th Convention. I am also pleased to serve the MPTF as a member of its Board of Directors. The MPTF has served countless members of the Alliance over the years, including many since our last Convention. The successful relationship between the MPTF and the IATSE has continued through the COVID-19 pandemic in critical times. MPTF services have offered spirited, robust, and active assistance—critically during the past 16 months. The MPTF’s mission of supporting the entertainment community in helping each other in times of need has never been more important. Carrying out the missions of each of the charitable organizations described in this report is an immeasurable task—even before the onset of the COVID-19 pandemic. I am confident that the Alliance will continue to support these organizations as they provide much-needed resources to the IATSE’s members and others in the entertainment community.

Finally, the Alliance’s own Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation remains a beneficial charitable foundation funded by contributions and IATSE members. As has been prominently noted in other proceedings before the General Executive Board, and on our website and social media platforms, the Walsh/Di Tolla/Spivak Foundation has continued, since the 68th Convention, to support members in the form of funding for basic necessities when they have been affected by natural disasters (e.g., funds are

disbursed to support members affected by wildfires, tornadoes, hurricanes, and earthquakes, and the like). In addition, since the last Convention in 2017, the Walsh/Di Tolla/Spivak Foundation has increased the amount of tuition scholarship awards to young students among the families of the Alliance’s members. Scholarship awards are now granted to 10 students each year, and each student is awarded a total of \$10,000 issued over a four-year period. These incremental payments are issued directly to the educational institution that each respective recipient attends.

IATSE WOMEN’S COMMITTEE

With the momentum gained from the Women’s Committee successful event and networking at the 68th Convention in 2017, which honored the history of women of the IATSE, it continues to move its mission forward. Over the last few years, the Committee has successfully filled all District coordinator positions in the United States and Canada. The coordinators have improved communications between and within each of the local women’s committees that have been established. In those regions with a low density of women members in locals, District-wide committees were being established. The dozens of local committees that currently exist each adopt activities based on the needs of their members and their communities. Projects have included: sponsoring attendance at United Association for Labor Education (ULAE) Women’s Summer Schools; establishing child-care onsite for meetings; supporting attendance at the Washington, DC women’s march (and local marches); researching and developing parental benefit plans; sponsoring drives for the homeless collecting backpack and purses filled with essentials; and, amending members’ local constitutions to draw attention to local women’s committees as standing committees. As each of these local committees adopts or develops a particular program, they share information through their respective District, empowering others to do the same. This certainly answers our call to activism and community engagement.

Since the 68th Convention, the International Women’s Committee continued to assist in sponsoring events at each of the District meetings. These have included networking events, movie screenings on topical issues, panel discussions, workshops on issues women face in their work-life, and, more recently, virtual events that have grown in popularity over the last year due to the COVID-19 pandemic.

The group also created recurring events in conjunction with other women’s organizations across

the country. The Committee engaged in a social media campaign in March of each year to celebrate Women's History Month, supported by the IA's social media accounts. Districts, Locals (and their respective women's committees) added to the trend by posting photos and information as they participated in women's events in their jurisdictions. Special posts were created for March 8—when International Women's Day was celebrated around the world. In March 2020, because of the 100th Anniversary of women's suffrage in the United States, the Committee focused on social media posts featuring women of the suffrage movement, especially activists of underrepresented groups, uncovering their hidden histories and celebrating their contributions that ensured the right to vote for women.

At each semiannual General Executive Board Meeting, the Committee worked tirelessly to host networking events that served as fundraisers for women's non-profit organizations in the cities where the meetings were held. To date, the committee has raised more than \$15,000 to support women's and children's shelters, non-traditional training programs for women and girls, and women's centers that promote equal pay, fight poverty and violence against women, and help to empower women through equal opportunities. At the 2020 Winter General Executive Board meeting in Dallas, the group decided to focus its efforts on the 2020 election. The Committee did not designate a local charity but rather directed fundraising efforts to the IATSE PAC, raising \$3,000 in cash and increasing the number of monthly PAC contributors at their event.

These events have also been used to showcase women who have recently been elected or appointed to positions not previously held by women. At the 2020 winter meeting, more than a dozen women made history as the first women elected as Business Representatives, Presidents, Trustees, or At Large Board members. Young women were well represented in the group and will ideally serve as role models for others.

As mentioned above, the group improved communications across the country through its District coordinators. This was never more obvious than in the spring of 2020 when the COVID-19 pandemic began shutting down many aspects of our daily lives. The Women's Committee developed an outreach plan to ensure that members across the country had access to resources from their local unions, the International, state and community services, and personal contacts. It partnered with the IATSE Disaster Response Committee, the Pride Committee, and Young Workers Committee to provide a holistic approach to

resources. The group created an updatable resource list that each Local could customize for its respective jurisdictions, including online resources at the state level for unemployment benefits, a "Safety, Health and Financial" section including local department of public health information, IATSE Cares.org, and the IATSE Coronavirus Portal. These resources also directed our members to a "Tools for Anxiety" section, which included access to mental health links, Behind the Scenes and other therapeutic links. District coordinators distributed the list to District secretaries and to officers of local unions.

The Coordinators began to work with local unions and arts groups, who were responding to the personal protective equipment shortage by producing masks, gowns, and other equipment. Mask-making efforts began to crop up all over the country, including in New Jersey, New Orleans, Los Angeles, and the Pacific Northwest. The Committee was instrumental in sharing some of the patterns, how-to videos, and production and distribution systems developed by some of our local unions. Hundreds of members from Locals participated in the production of more than 50,000 masks and innumerable face shields and gowns.

As a further part of the outreach plan, the Committee Coordinators urged Locals to engage in community outreach by partnering with area food pantries. Food pantries and food drives in practically every state included volunteers from the IATSE. Efforts included direct food drives on behalf of members in collaboration with Feeding San Diego, Gleaners Food Bank, Los Angeles Regional Food Bank, and the United Way in several cities.

As the political season began to bear down, the Committee recognized that it was time to shift focus to its next task, increasing awareness of the historical fight for women's suffrage. During 2020, the Committee held virtual celebrations on social media. Coordinators researched suffragettes from each of their Districts to unveil hidden figures who were instrumental in pushing the 19th amendment of the United States Constitution to its final ratification. The Communications Department assisted in developing the posts and scheduling them throughout the month of August.

Raising awareness about suffrage-built momentum for the November United States federal elections. The Women's Committee was actively involved in outreach to women to ensure that everyone had the opportunity to register to vote and further to safely cast a ballot in whatever form was available to them. The Committee collaborated with the Coalition of Labor Union Women,

When We All Vote, The League of Women Voters, and other like-minded organizations to educate voters on the issues most affecting unions, their members, and working families everywhere. The Committee's political plan mirrored the International Union's with added emphasis on mobilizing women to vote their economic and workplace issues.

A virtual meeting of more than 100 women from across the country was held on September 16, 2020. The Committee presented an historical perspective of the Women's Committee's activities since its inception in 2015 and unveiled the 2020 political program. The program was designed so that everyone could be involved. Resources on voter registration were identified by state, and guidelines on developing a voter registration campaign were distributed. Tips were included on how to carry out activities virtually and online registration was available. District coordinators collaborated with District secretaries and local union political coordinators. Coordinators distributed nearly 10,000 post cards designed by the Committee to local union members who sent personal messages about why women must vote. Locals hosted postcard signing parties virtually and in-person, helping to build solidarity among women members. I believe it is fair to say that the outcomes of elections were influenced by these efforts.

On an international level, the Women's Committee has been participating in Union Network International-Media, Entertainment and Arts (UNI-MEI) committee work. Vice President Sanders, who has been chairing the committee the last few years, has presented at two such meetings in the last year. In August 2020, she presented on the growth and role of women in the IATSE. In December 2020, she provided a report on the current status of the "me too" movement.

The Women's Committee has been working to grow local union committees where feasible throughout the last five years. By Spring 2021, at least 56 local union women's committees were established. In addition to developing their own programs as listed above, each of these groups was instrumental in the successful implementation of the activities undertaken by the International's Committee.

The Committee collaborated with General Secretary-Treasurer Wood and I to add items to the IATSE online store that promote the Committee. While this was a small step, it was another example of the importance of inclusion. Members may obtain these items and extend our solidarity. I believe it is fair to say that by establishing the Women's Committee in 2015, we have emphasized the unlimited potential of women.

I am confident that the Committee's future efforts will continue to make this Alliance a vibrant, active, and diverse Union.

YOUNG WORKERS COMMITTEE

The IATSE Young Workers Committee has continued steadily supporting and nurturing our upcoming generations. Our young workers in turn have taken part in new and inventive ways to build the labor movement. Within the IATSE and in the larger labor community, our young members have a sustained interest in this Alliance and the work of organized labor.

During the past four years, the International's Young Workers Committee has been led by International Representatives Wade Tyree and Allison Smartt, Communications Department Director Jonas Loeb, Communications Coordinator Steve Chausse and Communications Outreach Coordinator Megan Greene, West Coast Office staff member Carolyn Benane, and Canadian Operations Manager Nate Richmond. Canadian member, Anna-Lena Steiner has more recently joined the YWC. The Committee focuses on, advises, and unites IATSE young workers between the ages of 18 and 35. With its knowledge and resources, the Committee has continued the biennial IA Young Workers Conference. And it has expanded its activities to engage young workers at General Executive Board Meetings while, most importantly, encouraging activity within local unions and local communities.

In 2018, the Young Workers held their Conference in Maryland at the Tommy Douglas Conference Center. It was a sold-out, three-day event attended by a lively group of young individuals from over 40 different local unions in both the United States and Canada. The Conference agenda was largely focused on education, inspiring activism, and networking. Its 2018 sessions covered many topics: the history and structure of the IATSE; the impact of piracy on our industry; and, political engagement. Attendees were able to register to vote at the conference and IATSE member and Charlotte, North Carolina City Councilor, Braxton Winston spoke about his journey to seek public office and how his membership in the IATSE helped guide him. There were also many opportunities to network and create lasting bonds, as our young members shared discussions on challenges and triumphs that transcend geographical boundaries. These connections will be long-lasting and will bring many good things to their lives as trade unionists.

The next Young Workers Conference was scheduled for early 2020 in Minnesota. Like many things, the in-

person conference was cancelled due to the COVID-19 pandemic. However, the Committee persevered and transformed five of the planned workshops into sessions that were presented in a virtual format. Amidst growing social isolation, these events provided forums for our members to link and connect. In addition to a conference mainstay presentation, “History and Structure of the IATSE,” Continuing Organizing Membership Education Training (COMET), which stresses the importance of organizing and growth, was also taught. “Social Media for Union Action,” was presented by representatives of the Young Workers Committee and IATSE Communications Department. This shared tools to grow—or start—social media presences within Locals. Political and Legislative Director Tyler McIntosh presented “Winning for Workers,” which stressed the importance of politics and activism in the context of the 2020 US elections. The final presentation, in conjunction with the Education and Training Department (also described elsewhere in this report) was the wildly popular presentation, “The Impact of Elections on Labor Law, Unions, and Their Members” by James M. Heinzman, which illustrates the consequences that electoral politics have on the labor movement. Each session was well attended and provided opportunities for our members to remain active. The success of these virtual workshops has inspired the Committee to continue online offerings. This opens doors for participation from workers who faced obstacles when trying to join in-person.

Attendees of the initial Young Workers Conference in 2012 have gone on to become active in public politics and champion labor in their communities and localities. Creative collaborations, which may be spurred by young worker groups, help drive IATSE young workers to attain the best benefits of active union members.

The IATSE Young Workers Committee began offering social events at meetings of the General Executive Board. In 2019, “Young Workers of All Ages” premiered. This has proven to be a well-attended event that offers opportunities for networking about activism. In one example, the Committee developed a campaign advocating for the support of the National Endowment for the Arts in the United States. Expanded Young Worker Committee activities are matched at the local level. What began in 2018 as an effort by Local 800 to increase young worker participation in the annual Los Angeles County Federation of Labor Community Services holiday toy drive, has grown into the “Hollywood IATSE Young Worker Coordinating Committee.” Comprised of local Young Worker Committee Chairs from many of the Los Angeles area Locals (many of whom have attended the Young Workers Conference), to

share information, support each other, and plan events. They have coordinated participation in the Los Angeles River Clean Up, Los Angeles Pride Parade, and political canvassing on behalf of labor friendly candidates. They organized a family-friendly bowling party encouraging participation in the IATSE PAC, presented training, and created #IATSEPASSPORT, an event held at the West Coast Office. #IATSEPASSPORT was an external organizing and get out the vote event, featuring industry organizations like the Actor’s Fund and the Motion Picture & Television Fund as well as the Los Angeles County Registrar’s Office, which provided training on LA’s new voting machines. The Hollywood IATSE Young Worker Coordinating Committee continued to meet virtually through the pandemic and organized a postcard campaign, sending over 2,400 postcards to retirees and members from Locals to encourage voting and solidarity during COVID-19. They also gathered toys for their annual participation in the LA County Federation of Labor Community Services Toy Drive benefitting union families, the event which first brought them all together.

The Hollywood IATSE Young Worker Coordinating Committee encourages all levels of participation from Locals, whether that is through providing volunteers, materials, or financial support. Since each Local’s Young Worker Committee is different, this model gives each chair the opportunity to share knowledge and ask questions, enabling local Young Worker Committees to become stronger. Driven by the goal of engaging, educating, and encouraging members under the age of 35, Hollywood IATSE Young Worker Coordinating Committee is a training ground for young activists to fosters peer-to-peer education and support.

After attending the IATSE Young Workers Conference in 2018, several Canadian young workers went on to form part of the IATSE Canada YWC. This coalition of Canadian Young Workers has hosted several digital events, such as a townhall-style discussion on COVID-19 and question and answer session with International Vice President Damian Petti and International Representative Krista Hurdon; a showing of the Canadian Labour International Film Festival with introduction by Siobhan Vipond (IATSE delegate to the Canadian Labour Congress (CLC)) and acting Ontario Labor Federation (OLF) chair Chandra-Li Paul. In addition, the Committee continues to engage on social media with members of IATSE Locals. Social media platforms have connected young workers across different crafts and great distances.

Young workers continue to continue to strengthen the pillars of activism and communication by hosting events in person when the pre-COVID-19 pandemic

circumstances would allow. Local 58 young workers, for example, ran multiple fundraisers for local charities, a networking event, and pioneered the #WeGoUnScene social media campaign. Local 168's organizing of a venue and successful negotiation of a first contract which doubled the number of young workers in the Local, was also noteworthy.

Activism does not stop. Several young IA workers have been elected to positions with organizations in the labor movement. In 2019 and 2020, members of our Locals in Canada have assumed roles in Montreal and Ottawa labour councils. Our young members have also been active in public electoral political elections, with a focus on issues to workers in our industries.

This groundswell of young worker involvement propelled the IATSE CARES Mutual Aid Initiative. The Young Worker Committee participated with the Disaster Response Committee to create this groundbreaking program. Partnering with the Women's Committee to help spread the word, these three committees were able to aid thousands of IATSE members through one of the toughest challenges we have ever faced. United on all fronts, across all disciplines and crafts, our members, including young workers from all over the U.S. and Canada, answered the call for help from their kin, their communities, and this Alliance.

A key objective of the Young Workers Committee is not only to engage current members, but also engage future members who aspire to work in our industries. It is never too early to introduce the value of labor unions and the IATSE to future members of IATSE Locals. To that end, the Young Workers' Committee will continue to work with the Communications Department to find opportunities to engage new audiences through social media. For example, in December 2020, the Communications Department, at the recommendation of the Young Workers' Committee, created a social media video on a popular social media platform. Going forward, the Committee and the Communications Department will collaborate closely to identify more opportunities to promote the IATSE and trade unionism in general amongst young people.

Over the last four years, the Young Workers' Committee has continued its efforts to engage with young workers from other unions both in North America and beyond. Representatives from the Young Workers Committee attended a Texas YALL (Young Active Labor Leaders) conference during the 2019 mid-winter GEB in Austin; BECTU's bi-annual convention in May 2019; and the UNI-MEI regional youth conference held remotely in December 2020. In

each case, members of the Committee reported that speaking with fellow union members, each operating in different industries and facing different challenges and socio-economic climates, provided much-needed perspective. Despite sustained attacks on workers and their unions in the United States over the last decades, hearing stories firsthand reminds us that we must continue to strive for a world where workers can assert their rights to dignity and safety without fear.

The work of our Young Workers Committee will continue. As our membership numbers climb, we will continue to swear in new young members that will benefit from our 128-year legacy. This next generation will be integral in the ranks of our membership.

IATSE GREEN COMMITTEE

On April 8, 2019, I established the IATSE Green Committee to ensure that moving forward the IATSE would be a part of the conversation on sustainability and its impact on the entertainment industry. The Committee exists to offer solutions, education, and resources for eco-friendly practices in motion picture and television and live production, while also promoting a good standard of living. The Committee encourages individuals to combat climate change daily by living and working sustainably, preserving natural resources, and incorporating health and safety all while striving to reduce their carbon footprint.

In the short time since formation, the Committee has concentrated on engaging the IATSE community by educating and starting conversations that revolve around our responsibility to sustainability. They have done this largely on social media and in the Official Bulletin by sharing articles and promoting education opportunities.

In 2020, the Committee sponsored an Earth Day art challenge in honor of the 50th Anniversary of Earth Day. The challenge encouraged children and adults to create a masterpiece using recycled items and post their creations on social media. The Committee also conducted, with the Communications Department, an online survey on green practices and areas of importance to our members. The survey highlighted reoccurring areas of the industry where members felt the IATSE can make a difference and created a starting point for future activities.

Leading up to the 2020 election, the Committee also shared various articles and resources on voting for candidates who support climate change and clean energy initiatives.

The Committee has also partnered with groups such as the Broadway Green Alliance, the Producers Guild of America Green Committee, and the Green Spark Group to promote the Committee's activities. This should inspire and educate members and employers to do their part in regard to sustainability and green production.

In 2021, the Committee held a panel discussion in conjunction with the Education Department on working sustainably in the entertainment industry. The discussion was held virtually. Over 200 brothers, sisters and kin attended from across the United States and Canada. Also, in 2021 the Committee offered online sustainability training taught by industry professionals that members could attend from home. Additionally, they began virtual discussions that members could engage in on a regular basis to discuss green practices and how to make an impact in the entertainment industry.

While the COVID-19 pandemic has presented challenges to the mission of sustainability, the Green Committee was able to share resources surrounding the re-opening of economies and business with our members that put an emphasis on reducing consumption and recycling materials safely. Many of our partners released re-opening guides specifically geared toward being green during production and highlighting individual ways our members could contribute.

I urge all members and Locals to observe the work of this Committee. Consider becoming engaged in the threat of climate change to our planet. The entertainment industry must do its part in developing and implementing environmentally friendly practices and the IATSE will continue to be engaged in these discussions.

IATSE PRIDE COMMITTEE

The LGBTQ+ community has been a part of the entertainment industry from its inception, and as societal views have changed for the better, so too has their representation on the stage and screen. In the spirit of solidarity, we must recognize that all people are equal, and therefore deserve respect and fair treatment, regardless of sex, gender identity/expression, or sexual orientation. I thought it was extremely important that we provided a platform to further support LGBTQ+ members and their allies behind-the-scenes as well. In recognition of these goals, on March 20, 2019, I established the first IATSE Pride Committee. The Committee has adopted as part of its mission an effort to enhance LGBTQ+ members'

inclusion, visibility, and potential for success within the IATSE, our workplaces, and communities in all territorial locations.

I appointed Canadian Office Operations Manager Nate Richmond as chairperson of the Committee, along with International Representative Rachel McLendon, and Local officers Doug Boney, Kim Holdridge and Carl Mulert. A keystone moment for the Committee occurred when the chairs, along with hundreds of IATSE members, attended the 2019 World Pride March in New York City.

This event was planned to coincide with the 50th anniversary of the Stonewall Riots in New York's Greenwich Village, in which a group of LGBTQ+ people fought back against brutality and harassment. These riots are widely considered amongst the most important events leading to the twentieth century fight for LGBTQ+ rights in the United States. I am proud to say that the International Union's contingent in the New York march commemorating this historic event included over 300 members marching behind an IATSE banner. Representatives and members of the newly formed Pride Committee along with volunteers from various local unions extended great efforts in planning and executing this event, which cultivated tremendous solidarity amongst both the members in attendance and those members of the Alliance who were there in spirit. Since that event, we have also seen an increase in member participation.

The Pride Committee has sought to expand its network by hosting Pride luncheons during the periodic regular meetings of the General Executive Board, offering an opportunity for all LGBTQ+ attendees and allies to come together socially, exchange views, and shape the vision of the Committee. The Committee's reports to the Board have covered topics like HIV/AIDS awareness in a workers' safety context and the proper use of pronouns.

When the COVID-19 pandemic began, the Committee also acted by creating an IATSE Pride website to host LGBTQ+ specific resources surrounding the pandemic. Committee members began reaching out to members of the LGBTQ+ community and hosted fifteen separate virtual town hall meeting sessions. Each was based on a different topic and featured a guest speaker. Topics included How to Start a Pride Committee, Pride is Political, How to Be an Ally, LGBTQ+ Health and Beyond the L and the G (a session which featured our members who represent the other colors in the pride rainbow). Along with these town hall events, the Committee has created and released informational guides, including a glossary of terms and

health resource documents, all of which can be found on the Committee website. The Committee's resources have also grown to include educational videos that they created and recorded, a news section, and a directory of IATSE local union pride committees. Local unions that have a pride committee, or similar committees that include a pride component, are encouraged to reach out to the International's Pride Committee to be added to that list.

Members of the Committee have also been representing the IATSE at the AFL-CIO Pride at Work National Executive Board, the Canadian Labour Congress Solidarity and Pride Working Group, and at various UNI workshops.

As described above, pursuant to its mission statement, "The IATSE Pride Committee works to enhance LGBTQ+ members' inclusion, visibility, and potential for success within the union, the workplace, and the community, across our various crafts and geographic locations. The IATSE is committed to the principle that all people are equal, and therefore deserve respect and fair treatment, regardless of sex, gender identity/expression, or sexual orientation."

While the Committee continues to grow, the dedicated efforts of our members thus far have been expansive. Members of the Committee will continue to foster and support these objectives and represent the IATSE as a union that proudly has members of all sexual orientations, gender identities, and expressions.

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

On June 29, 2020, the IATSE International General Executive Board issued a statement titled "The Ground We Stand On," which stated the following: "We acknowledge that we have not always lived up to our own values and ideals of unionism, through our action, inaction, apathy, and at times ambivalence. For too long, we have turned a blind eye to the need for our workspaces to represent all members of our society, and for all workers to have an equal opportunity to enter the entertainment industry...We can do better. We must do better. We will do better...Upending systemic racism in the arts and entertainment industry will demand humility, ownership, accountability, and a lot of hard work. It's going to take our entire community coming together to create real, lasting, change."

I reconstituted the International Diversity, Equity, and Inclusion (DEI) Committee in September 2020. Members from across the United States and Canada

were recommended to be founding members of the DEI Committee, based on their prior activism, leadership within their home Locals and commitment. Special care was taken to ensure invitees to the Committee represented a cross section of the IATSE.

On September 29, 2020, the Committee convened for the first time. Twenty-nine members were selected to participate, along with observers from the IA Leadership whose knowledge and experience could prove useful to the Committee as they began to focus their work. The first order of Committee business was to choose an executive board to lead the group.

In October, the DEI Committee selected an executive committee consisting of the following members. Co-chairs Kimberly Butler-Gilkeson and Liz Pecos; Secretary Juli Miller; and the following Members-at-large – Tuia'ana Scanlan, DeJon Ellis, Jr., Jonquil Garrick- Reynolds, Dierdre Govan, Derek St. Pierre, and Jessica Gavin. In December, the Committee accepted Brother Edward Hohman as its next secretary after sister Juli Miller resigned her post.

The Committee began the process of choosing common areas of interest in topics related to diversity, equity, and inclusion in the entertainment industry and union membership/leadership. The DEI Committee has established a framework to move forward with measurable action towards creating a diverse, equitable, inclusive, and anti-racist worker organization. I have partnered the Committee with Right Sized Media to spearhead these efforts. Right Sized Media is a consulting firm focusing on diversity, equity and inclusion within media and entertainment organizations to make the creative process more inclusive. With the consultants' help, the Committee narrowed its areas of interest and attention to four topics: governance; education and training; communications ("Visibility Matters"); demographic/work culture surveying. The DEI Committee members were then engaged in productive steps to create an outline of comprehensive and prioritized action items for the General Executive Board.

These items were discussed and debated until a comprehensive and prioritized roadmap of proposals under each category was agreed upon. This curated list of proposals was presented to me and the General Executive Board as part of the Committee's first report at the most recent Mid-Winter General Executive Board meeting.

The roadmap laid out by the Diversity, Equity and Inclusion Committee was unanimously agreed to

by the General Executive Board and the Committee is already making progress on these proposals. It has partnered with the IA Communications Department to create a page for the new IA website and to feature some of our BIPOC (black, indigenous, and other people of color) members for a social media campaign (#IATSEdiversity) relating to various heritage months. The Committee has also written an Equity Statement that will be presented during this Quadrennial Convention. I recommend the Delegates review this information as well as the dedicated DEI Committee page on the IATSE website. I applaud the Committee's efforts thus far. As well as having pledged our support, time, and resources, I further urge all members of the Alliance to follow the significant developments of this important Committee.

Members of the Committee have shown a deep level of commitment and dedication to their work from the outset; often spending hours in virtual meetings and in ancillary working group assemblages; establishing its executive committee protocols; and researching the work of other worker organizations on these topics. I believe this Committee is laying the groundwork for permanent cultural growth and inclusiveness within our International and local unions. It is my sincere hope that this will ensure that the IATSE maintains and cultivates a safe, productive, and desirable working environments for all of its members. I see the work of this Committee as an important element of the continued success and united growth of this Alliance. Full support of the International Union and at the Local levels is imperative to bringing change. Supporting the work of the Diversity, Equity, and Inclusion Committee is a part of that. Putting their work into practice in your Locals is the best way to support our members fully.

DISASTER RESPONSE COMMITTEE

One of the newest IATSE committees, the Disaster Response Committee, was formed in January of 2019. After the devastation that Hurricane Florence left along the North Carolina coast. The needs of affected areas were significant following this storm and I responded by assembling this Committee. Its goals are assisting IATSE members in preparing for natural and man-made disasters and in recovering from the same. The Committee has identified five areas where it can fulfill this vision: (i) develop a coordinated response involving the IATSE and its Locals and the AFL-CIO to a disaster event; (ii) develop a guide for local unions to assist in their preparations for and recovery from a disaster; (iii) develop a means of communicating easily, effectively, and immediately with members in an affected area in the event of a disaster; (iv) develop

leadership within the Committee and in Locals that is trained in response techniques; (v) develop an active response to assist Locals and members after a disaster.

The Committee has worked to utilize best practices from leading disaster relief organizations, such as the Red Cross, developing and implementing assessment and response tools to support our membership. When this Committee first met, the focus was on preparing members for major natural events, such as hurricanes, wildfires, floods, and earthquakes and strategizing best responses in the event of such crises. The possibility of a virus that would lead to a global pandemic was not a consideration as the Committee took shape. Yet, that is what the Committee has had to address in connection with its first responses to natural disasters and catastrophic events. The COVID-19 pandemic is quite possibly the largest disaster our Union will ever face, creating economic, social, mental, and physical hardship across a huge swath of our membership. The challenge is daunting. While it never wants to be called upon, this Committee is privileged and honored to offer aid with both the COVID-19 pandemic and the occurrences of natural disasters. I am grateful for the dedication and work of the Committee's members, who continue to be ready and eager to help with the support of our IATSE family and our fellow allies in the broader labor movement across North America.

AFFILIATED EMPLOYEE BENEFIT FUNDS

IATSE National Benefit Funds

The IATSE National Benefit Funds (NBF) offer welfare and retirement benefits. They remain an important source of benefits that cover our IA workers, their families, and beneficiaries. The flexible benefits structure of the Funds allows many industry workers and their families to obtain quality healthcare benefits and maintain them in circumstances where they may not be continuously working. However, over the past four years, plan members have experienced significant periods of unemployment through no fault of their own. It should be no surprise that the National Benefit Funds faced many challenges during 2020 and 2021 surrounding the COVID-19 pandemic, which continues as I deliver this report. However, we have worked to help meet the needs of participants in the National Benefit Funds in the most comprehensive way possible. Keeping health coverage intact, maintaining pension credits, and making annuity monies available to those who needed them during the COVID-19 shutdown were high on my priority list. The National Benefit Funds were able to meet these concerns, as described more fully below.

The NBF has grown in assets and in participants. 2020 was an anomaly. The growth pattern was halted temporarily by the COVID-19 crisis. Total annual contributions through the end of 2020 were \$266,376,099 for all Funds, which represents a 19 percent decrease since the end of 2016. In comparison to the end of 2019, contributions for the year were \$468,829,738 representing a 41.78 percent increase since the end of 2016. Total net assets for the Funds as of December 31, 2020, were \$2,300,102,439 which represents a 56 percent increase since the end of 2016. The Plans available under the National Benefit Funds are described below.

The IATSE Annuity Fund – this defined contribution retirement plan has no required employer contribution rate. A pre-tax salary deferred 401(k) feature is available in addition to negotiated employer contributions. Eligible participants can add to their retirement security on a voluntary basis. There are two different ways a participant can defer salary to this fund. The first is through an IRS safe harbored feature that requires a minimum percentage of contributions (three percent or greater) from a participating employer to the Annuity Fund. This allows members to defer pre-tax contributions to the 401(k) component. The other alternative (a legacy of the former 401(k) fund) requires no minimum employer contribution rate for participation in this second deferral feature. The requirement is that employment be in the motion picture industry.

The IATSE National Pension Fund – this defined benefit retirement plan features two unique programs. Eligibility is based on both age and credit achieved annually by days worked in covered employment. Plan B, which was established in 1957, has final retirement benefits based on the last three years of a participant's employment immediately preceding retirement and the associated daily employer contribution level. Participation in Plan B requires a daily employer contribution rate as prescribed by the plan. Plan C was 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 (three percent) of all employer contributions received throughout a participant's career.

The IATSE National Vacation Fund – predominant participation is by Pink Contract employees for this post-tax member salary contribution. Benefits are paid annually.

The IATSE National Health and Welfare Fund – There are two unique offerings in this Fund: Plan A – this is a traditional health plan which requires a minimum

daily employer contribution. Coverage is earned by working 60 days in a 6-month period. Coverage is granted in 6-month intervals. Coverage is either earned or not; there is no self-payment or banking of days feature option in this Plan. Plan C – this Plan has seven 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 – the highest cost plan option features low co-payments in its medical, surgical, hospital, prescription, and dental benefits program. There is an in-network and out-of-network feature. Plan C2 – an industry competitive plan option offering benefits like C1 but with higher co-payments; it offers both in-network and out-of-network coverage. Plan C3 – introduced in October 2007, this in-network only option which provides higher cost-sharing in its medical, surgical and hospitalization benefits structure at very affordable rates. Plan C4 – introduced as a high deductible option on January 1, 2015, this in-network only option is the lowest cost option meeting ACA guidelines that is available. Triple S – this is an HMO option available for participants residing in Puerto Rico. A stand-alone MRP (medical reimbursement plan) exists for those enrolled in another employer or union-sponsored group health plan that meets the Affordable Care Act minimum value standards. The reimbursements allowable are defined by the Internal Revenue Service. A retiree only MRP was also established on January 1, 2014, as a medical reimbursement program for retired participants on Medicare. The same allowable reimbursements are available as they are in the non-retiree reimbursement plan.

The National Benefit Funds are governed by fourteen Trustees—seven labor representatives and seven representatives from management. The day-to-day operations of the Funds are managed by an Executive Director and five (5) Directors of Departments who have the experience and vision to guide the operations in an effective and responsive manner. The Funds Office Staff has grown to 97 employees (including the management team) from the 81 reported at the end of 2016.

Notably, since the 68th Convention in 2017, the following changes have occurred. Wells Fargo sold its retirement services division to a successor company Principal Financial Group. Our National Benefit Funds migrated to Principal in the spring of 2021. The Funds website, www.iatsenbf.org, is being redesigned and will be adding many new features such as pension credits and pension estimate processing. We look forward to a new website launching in early 2022. The Funds are in the process of moving their data processing

system, which was initially designed in 2005, to a new software system. The expected new software firm has experience in custom designed systems and multi-employer fund systems. This process is well underway, and it is expected to fully launch in 2022 or 2023.

Separately, the COVID-19 pandemic presented extreme circumstances that were addressed in the following manner. NBF health and welfare participants received significant assistance during the pandemic. Specifically, participants in health and welfare Plans A and C have received assistance since March 2020 so that they, their families, and dependents could remain covered while they were unable to work. Some of the highlights of these efforts included stipulations allowing Plan A participants who were covered in March 2020 (or became covered soon thereafter) to be credited with 10 days in each month beginning with March 2020 as if they had worked. This continued well into 2021 so that participants would continue to qualify for coverage without interruption. Plan C participants were re-enrolled into coverage if their coverage lapsed for the April 2020 quarter. For each coverage quarter beginning with the 2020 July-September calendar quarter, the NBF fully subsidized and made co-payments due for each covered participant, their dependents, and family if the participant did not have enough funds in their CAPP (“Contributions Against Premium Payments”) account to cover the cost. No one was asked to make a payment to remain in coverage if they were already covered by the Fund. COVID-19 tests were provided to all participants without cost. Online telehealth services (e.g., Live Health online) were provided to all participants with no out-of-pocket costs. This included health visits and behavioral health benefits. An Employee Assistance Program (EAP) was added in September 2020 with numerous services to help participants struggling with the pandemic and other issues. This program will be permanently affixed to the array of benefits provided by the National Health and Welfare Fund.

Participants in the IATSE National Pension Fund received some relief regarding breaks in service caused by the pandemic. The Trustees adopted a policy for non-vested participants who would have otherwise lost credits earned due to the pandemic. The policy reads, “Anyone who had incurred, immediately prior to 2020, four consecutive one-year breaks in service will not incur a permanent break in service for 2020 due to not working at least 37.5 days in 2020, provided they return to work and earn at least 37.5 days in 2021.”

The NBF Annuity Fund immediately instituted hardship withdrawal provisions in accordance with the

Coronavirus Aid, Relief, and Economic Security Act to make monies available to those who lost income due to COVID-19. Close to 10,000 participants took part in this to survive the COVID-19 crisis. Additionally, Vacation Fund participants received their benefit payments early in 2020 and in 2021.

The NBF office staff transitioned to a fully remote operation in 2021. For parts of 2020, staff was split between working in the office and remotely. With reduced contribution income in 2020 and early in 2021, staff members were furloughed, but as of April 2021, the office had begun to reengage all employees. The Fund office is planning to slowly transition back to its in office setting in late summer or early fall of this year and return to a fully in office operation soon thereafter.

Below is a brief review of the NBF’s features, accomplishments, and focus for the future. As chair of the Board of Trustees, along with my fellow Trustees, I understand the commitment necessary to maintain these benefits for IA members and their families. I continue to make it a priority to bring the best possible benefit packages and services to Alliance workers.

The National Pension Fund (Plan B and Plan C, described above) covered 23,384 participants, compared to 19,420 at the end of 2017, which represents a 20.4 percent growth in participation. Also at the end of 2020, net assets were \$485,947,835; there were 56 participating Locals in Plan B; 168 participating Locals in Plan C; 2,477 retirees; and 640 spouses/beneficiaries receiving a monthly benefit. An average of \$1,473,939 was paid each month in pension benefits, for an annual total of \$17,687,266 through December 31, 2020 (excluding retroactive and lump sum distributions).

The IATSE National Annuity Fund, now in its 48th year, had over 80,000 participants at the beginning of 2021 with accounts that are self-directed. This compares with 77,720 participants for the plan year that ended 2020, which represents a three percent growth in participation. Net assets at the end of 2020 were \$1,083,292,313; and there were 220 participating locals in the Plan.

The IATSE National Vacation Fund was established in 1973 to provide an annual lump sum payment (post-tax) to those participants employed where paid vacations are not available. Distributions are adjusted pursuant to plan provisions to reflect operating income gains or losses and applicable administrative expenses. During 2020 \$1.2 million was received in employer contributions and distributed to participants in April 2021 for the 2020 work period contributions.

At the 68th Convention, I reported that 26,272 participants and their families were covered under the National Health and Welfare Fund at the end of 2016. As a result of continued efforts, including but not limited to, organizing new members, plan improvements, plan mergers, and managing benefit costs, the National Health and Welfare Fund now covers 35,712 participants. There are now 54,545 individuals receiving essential health coverage (this includes covered family members), representing a 28 percent growth in participation. The Fund has been able to maintain, and in many instances, improve, our coverage offerings. Comprehensive packages include hospital, medical, prescription, dental, vision, hearing, short-term disability, and death benefits. Net assets at the end of 2020 were \$729,373,011 and there were 230 participating Locals in the Plan.

Finally, assets of the Staff Retirement Fund are currently accumulated through contributions from the International on behalf of its employees. These contributions are invested in stocks, fixed income securities and certain alternative investments. At the end of 2020, net assets were \$54,581,541 and the fund remains in a suitable position, providing benefits to participants and beneficiaries.

Canadian Benefit Plans

The Canadian Entertainment Industry Retirement Plan (CEIRP), established in 2005, has continued to experience significant growth with assets now in excess of \$800 million and coverage for 27,727 members. On January 1, 2021, two new locals joined the CEIRP family: Local 659 Associated Designers of Canada and the staff of the British Columbia Council of Film Unions.

Due of the phenomenal growth of the Plan, the investment management fees, which are among the lowest in the industry, were further reduced in 2019, resulting in savings once more being passed on to members. The plan continues to provide opportunities for members to save towards their key financial goals. The most recent addition is the Registered Education Savings Plan, a program introduced by the Canadian government in 1998, as way to help Canadians save for their children's post-secondary education.

Plan members have access to the Principles of Responsible Investment (an organization championing sustainable investment decision-making) as well as a customized socially responsible investment balanced fund. CEIRP is continuing to study the environmental, social and governance (ESG) landscape to build more sustainability into the investment strategy.

The Plan has taken on an ambitious initiative to improve its engagement with members. To achieve this goal, CEIRP has launched a newly designed website and hired a full-time, bilingual communication and education specialist who has launched a targeted, multifaceted communication plan.

While the COVID-19 pandemic has disrupted lives across Canada and the US, CEIRP has adapted, and work continues. During this time, the retirement committee has increased the frequency of their meetings with service providers and consultants to monitor market and portfolio performance. The IATSE continues to work closely with the Plan by providing regular industry updates and collaboration to keep members informed.

I would like to also note that the IATSE Canada Health Plan has reached significant milestones over the past four years. Over practically a decade since its inception, we have witnessed tremendous growth. In fact, it has almost doubled in size and scope since the IATSE's 68th Convention in 2017. Resources have grown to over \$50 million dollars in annual premiums for health benefits provided to members of participating groups. There are nineteen local unions, and three staff plans representing 30,000 covered members of the Alliance and their dependents under this umbrella plan. Each group determines its own eligibility requirements and plan design, but plan fees are bargained collectively with benefit providers as a much larger group. Due to the COVID-19 pandemic, plan underwriter, Canada Life, reduced 2020 premiums for insured plans, in recognition of their reduced revenues and use of benefits. This enabled groups to extend these savings to members so they could retain their benefits during this challenging time.

Motion Picture Industry Health and Pension Plans

The Motion Picture Industry Pension and Health Plans (MPI) is administered by thirty-two Directors (trustees), equally split between labor and management. Of the sixteen labor Directors, eleven are appointed by the IATSE and five are appointed by the Teamsters and Basic Crafts local unions. International Vice President Thom Davis continues to serve as the Labor Chair, a post I first appointed him to in May of 2013.

As in 2018, in current IATSE Basic Agreement negotiations, continued sustainability of the MPI remains a major focus. Our Basic Agreement bargaining committee has contemplated the impact of COVID-19, a challenging investment environment, and an ongoing

healthcare crisis. The 2018 negotiations successfully maintained health plan benefits, co-pay levels were unchanged, and a 10 percent pension increase was maintained from the prior agreement. That pension increase is reviewed every three years and, if there are adequate plan reserves, the increase is applied to the prior three years of work. This creative pension increase structure ensures that benefits improve when the plans can afford it and remain stable when times are tough.

I reported at the 2017 Convention that the MPI had over 120,000 individuals and family members being covered by the MPI health plan and 18,000 pension recipients. As of May 31, I am pleased to report that the Pension Plan has 21,000 pension recipients and there are over 137,000 lives covered in the Health Plans.

Active and Retiree health plan costs of \$832 million were paid in 2020. In addition, the Pension obligations are currently anticipated to be \$407 million in 2021 and increasing annually. For reference, \$290 million in pension benefits were distributed in 2016. Pension payouts are projected to increase more than 50% in the next seven years, according to MPI plan actuaries.

Since 1996, in lieu of increases to the pension which had previously been received by the active participants, retirees have been issued a 13th and a 14th check, which increased their annual pension by 16.7%. The retirees were granted three more years of the additional checks after the ratification of the most recent collective bargaining agreement in 2018, with the extra checks to be provided in November of each year. In 2021, these checks provided retirees approximately \$18 million in additional benefits.

The Pension Plan vested benefit ratio was 68.7% and is estimated to be fully funded in ten years if all actuarial assumptions are met and remain unchanged. The dip in the funded percentage that was reported to the last Convention was an anticipated and expected result of the Plans lowering the investment return assumption from above 8% to 7.5% and the 10% Pension increase that has been previously reported. The Pension Plan has utilized an asset valuation method that will dampen the volatility associated with year-to-year fluctuations in assets' market value and allows the MPI to recognize long term investment performance. The Plan's funding status is in the Green Zone as defined under federal law.

The Individual Account Plan (IAP) grew to \$5.6 billion as of May 31, 2021. The COVID crisis resulted in a special amendment to the Individual Account Plan to allow for hardship withdrawals for the first time.

This resulted in 8,000 participants accessing over \$117 million to assist them in getting through the pandemic.

The Individual Account Plan remains a critical component of the retirement benefit package. The IAP requires a 6% employer contribution made on behalf of each employee for every hour worked. The IAP assets have surpassed what is held by the Pension Plan, while maintaining a slightly more conservative investment allocation. These two retirement plans provide a significant foundation on which IA members can build a healthy retirement package.

The amount of work available to MPIPHP participants has increased significantly in the last four years. In 2013, the total MPI hours paid into the plan was 81 million. In 2016, contributed hours were more than 94 million, a gain of over 16%. In 2019 the hours increased to over 108 million, an increase of another 15%. The first quarter of 2020 was on track to exceed 2019 but was then significantly impacted by COVID-19. Through May of 2021, the hours in the plans exceed the same time period in 2019 and are anticipated to meet or exceed the record year of 2019.

As healthcare costs, particularly prescription drug and mental health costs, continue to rise, health insurance plans have been adversely impacted across the board, including the MPI Health Plans and the other entertainment industry plans. Pension costs continue to climb as interest rates remain near all-time lows and investment returns continue to lag historic averages. Attaining financial stability is more important than ever and harder to achieve. Under the terms of the Agreement, effective August 1, 2018, costs paid by the members for health coverage did not increase. We also successfully negotiated to maintain the 10% pension increase that was originally included in the 2015 agreement. The employers increased their hourly contribution into the MPI in each year of the 2018 Agreement. A new contribution rate was established for entities that do not pay residuals into the plans in order to close the gap on the employer contributions and increase plan funding.

Effective management of all MPI contracts, including Anthem, CVS/Caremark, vision, and Delta Dental, along with increased employer contributions, and modest participant premiums for dependents, have allowed the MPIPHP to maintain superior health insurance benefits.

In 2021, it is anticipated that a cost of one month of Active Health Plan benefits will be about \$74 million and increase by 6%-8%, compounded annually. In 2024, the per month cost will be \$94 million. The retiree

Health Plan has 2021 costs of \$12 million per month, increasing to \$16 million per month in 2024.

The priorities established in the previous three rounds of Basic Agreement negotiations have placed the MPI on firm financial footing, although the economic challenges of the COVID crisis, healthcare inflation and low interest rates will continue to present challenges. During the past four years, the Plans have experienced growth in the number of active participants and retirees. The Health Plans have maintained grandfathered status under the Affordable Care Act and have remained best in class when measured against other entertainment and national plans.

We have some issues at the MPI that the Plan Directors are diligently working to resolve. Considering the challenges outlined previously, the overall financial position of the MPIPHP continues to be evaluated. At the end of May 2021, the Active Health Plan held 16.9 months of reserves and the Retiree Health plan contained 12.3. A remarkable achievement, given recent events. Maintaining adequate reserves in the Plans will continue to be a priority in these and future negotiations. The MPI's ability to extend eligibility to participants who otherwise would not have qualified due to the COVID crisis has further emphasized the importance of a significant reserve level. Thousands of participants and their families were assisted by the MPI during the crisis, well in advance of the Federal Government advancing legislation to provide relief for COBRA. The MPI trustees were some of the first to act. We suspended family premiums, created a hardship program, and extended health plan eligibility. Out-of-pocket costs were waived for many services as the participants were prioritized during this unprecedented health care crisis.

In 2021, and into the future, the economic obstacles facing the Plans are considerable. These obstacles include the enormous challenges posed by a global pandemic, an aging retiree population, rising health care costs, low interest rates and challenging investment environments, as well as an increased demand for services, and the need to control spending while still being participant-driven. At the same time, the US is struggling to determine what the future of health care will be. Participants can help control costs of the health plan by being good consumers of their benefits. By staying in-network, utilizing generic drugs when possible, and only utilizing necessary services, MPI participants can significantly impact the overall cost of healthcare.

Thus far, residual contributions continue to increase each year for content distributed to streaming services.

That pattern seems to be continuing into 2021, after a record year in 2020. Residual receipts in Post-60's and traditional Supplemental Markets continue to decline, but fortunately, the increased utilization of content via streaming services has more than made up for those losses. In the last 6 years, the residual contribution from streaming has increased from \$68 million in 2015 to over \$216 million in 2020. The IATSE-appointed MPI Directors will continue to monitor all distribution markets and changing distribution methods to ensure that the MPIPHP is receiving the residuals for which we negotiated. It is important to protect this significant funding stream to the benefit plans.

In summary, the bargaining priorities pursued in negotiations since 2009 have greatly contributed to the growth of these Plans and the security they provide to IATSE members. The current and near-term economic outlook and investment climate are projected to pose significant challenges to the MPIPHP going forward and I, along with the labor directors of the MPI and local union leadership, are prepared to address those challenges. The benefits of the Motion Picture Industry Health Plans have been preserved and continue to be among the best, measured against other entertainment industry and national plans. Pension benefits have increased, while most retirement benefits in the US have been reduced or eliminated. The continued protection of the MPIPHP benefits now and in the future will continue to be a principal priority at both the plan level and in bargaining.

TRADESHOW AND DISPLAY WORK DEPARTMENT

The tradeshow industry maintained itself in the early years following the 68th Convention. In the United States, for example, there were more than 13,000 events contributing \$101 billion to the U.S. economy. Venue expansion led to bigger shows commanding larger attendance. By mid-2019, available square footage expanded by 30 percent as venues reconfigured or added on new space.

Our local unions experienced significant benefits and were securing more work as they included with their ranks crews with the skills required by employers. By taking advantage of new and improved training opportunities, IA workers were able to keep pace with the growth of the industry as well as the evolution of the technology.

Indications suggested the trajectory of this growth through 2023, which would benefit our Locals. In most jurisdictions, 2020 was on track to become a remarkable

year. Unfortunately, the first quarter of 2020 included the emergence of the COVID-19 pandemic which had deleterious effects across the tradeshow industry (and got progressively worse). Indeed, the industry may not see a return to normal until the second quarter of 2022, by some estimates. Some vendors and suppliers report they may not survive. Exhibition company budgets have been slashed and will likely not increase in 2021. Trends over the past year put enormous pressure on industry participants—including our IA workers—and have in some cases changed what was the norm.

One positive outcome of the pandemic has been a concerted effort by all participants in the industry to collaborate on relief for both employers and employees. Throughout the pandemic, the Tradeshow Department worked with and on behalf of several employers at the state and federal levels in the United States to lobby for the interests of the industry. Despite the pandemic having set back much of the industry's gains over the last four years, there are signs of hope. Exhibition show calendars are slowly filling the later part of the 2021 calendar. Industry research shows glimmers that the Tradeshow Industry will recover and reinstate its growth over the next three years. Despite these setbacks, the Department has worked to assist with securing comprehensive collective bargaining agreements. The following is a summary of the united efforts over the last four years that have brought contracts to fruition.

The Tradeshow Department negotiated a national agreement with a company located near Chicago in 2018. At the same time, Local 2 was successful in covering the shop work for this company under a Local agreement. IATSE crews nationwide now do installations at trade shows and other live events around the country for this employer. Although the company was hard hit by the pandemic, it negotiated an extension agreement through December 31, 2021.

EWI Worldwide has had stand-alone contracts with several of our local unions. A national agreement was negotiated that now covers 24 locals.

Since the last Convention, a three-year renewal agreement with Freeman Audio Visual (Freeman AV) was reached. The agreement fortifies the commitment to training for AV technicians and riggers. Freeman AV has also partnered with the IA to provide customer service training. Since early 2019, Local 18 in Milwaukee, WI and Local 38 in Detroit, MI, along with Local 205, Austin, TX have been added to the national agreement. With these additions 34, Locals are now covered by this national agreement, which expires on December 31, 2021.

In addition, several Canadian Locals had developed relations with Encore Event Technologies, operating as part of Freeman AV. In 2019, PSAV finalized an agreement to acquire Encore. At that time, Local 58 was in negotiations with Freeman AV at the Sheraton Centre Toronto. PSAV refused to recognize the Local and engaged in more than two years of litigation to avoid negotiations. The Tradeshow and Display Work Department has continued to assist Canadian Locals to bring them under agreement, including Local 63, Local 210, and Local 212, which worked closely together to cover Freeman AV work in the province of Alberta.

An International agreement with PSAV has been in place for several years. PSAV had already been organized in the jurisdictions of Locals 8, 15, and 22. Yet, the company avoided negotiations with those Locals. After publicity and member actions, Local 8 achieved an agreement. Other Locals have followed suit. Locals 122 and 720 have been finalizing negotiations or certifying collective bargaining units for union representation. The Department has helped to coordinate the efforts of these Locals. The Department has also worked with PSAV regional representatives to identify improvements in communications.

Show Services, LLC is an exhibitor appointed contractor based in Texas. Prior to the 2013 Convention, they held agreements with several local unions around the country. In 2016, the Department successfully negotiated a national agreement with Show Services. Locals 15 Seattle and 78 Birmingham have been added to the national agreement, which expires in 2023.

The Alliance has also assisted Locals with collective bargaining negotiations, filing unfair labor practice charges, and grievance handling over the course of the last four years. The following Locals received assistance and support of these efforts since the 68th Convention: Locals 7, 10, 12, 13, 15, 17, 31, 46, 50, 51, 53, 62, 76, 77, 107, 122, 126, 127, 143, 197, 205, 336, 363, 415, 423, 470, 720, 834, and 835. The Tradeshow Department has spent significant time over the last four years providing various forms of assistance to Local 99 in Salt Lake City, UT. Many of the collective bargaining agreement negotiations yielded significant yearly wage increases, benefits, and employer contributions to the IATSE Training Trust Fund.

Of note is the Alliance's assistance to local unions and members in Florida. The Florida General Services Contract is a statewide agreement covering the jurisdictions of Locals 60, 115, 321, 412, and 835. The largest employers in the Tradeshow industry are signatory to this collective bargaining agreement, including Allied/Brede, Freeman, GES, and Shepard.

According to Local 835's records, the contract generated an average of 15 million dollars in gross wages in each of the last five years.

Once the General Services Contract was completed, the Department also assisted Local 835 with the statewide Freight Contract. Many of the same employers are signatory. Because similar market issues were affecting the freight and warehouse sectors of the industry, the major freight employers – Allied/Brede, Freeman, and GES - agreed that adopting the economic package negotiated for the General Service Contract would be in the best interests of the industry. In addition, parity across the board would improve recruitment and retention. As the Local anticipated a return-to-work during and following the pandemic, additional employers have been signed on to this agreement.

The Department has continued to assist Locals 60, 115, 321, 412 and 835 in negotiations with statewide Exhibitor Appointed Contractors (EACs) in Florida. This agreement covers those employers who are contracted directly by exhibitors. Although the same market issues that affected the General Contractors, freight, and warehouse sectors of the industry also impact the EACs, this contract already exceeded the rates in other agreements. EACs require a higher level of tradeshow technician to install complex booths and exhibits. As a result, these contractors pay a higher rate than General Service Contractors. More than thirty employers from throughout the country are signatory to the national agreement. Allied Brede, Czarnowski, Nth Degree, Renaissance and Shepard lead these negotiations. Additional employers have signed on to this agreement.

Since the last Convention, as mentioned above, the Department has also assisted in new organizing efforts. Several Locals have organized PSAV crews serving hotels in their jurisdictions. Local 8 was certified as the bargaining agent for full and part-time PSAV hotel technicians across Philadelphia. After drawn out negotiations, the workers achieved a first contract in May of 2019. Seattle Local 15 has had the longest running experience with PSAV after successfully organizing hotel workers there. The Local has spent much of the last three years defending litigation by PSAV. Washington, DC Local 22 won representation for PSAV riggers and has experienced similar fits-and-starts as Locals 8 and 15. Negotiations have stalled once again under pandemic conditions. San Diego Local 122 hotel workers were certified as a unit in 2018. The threat of arbitration in early 2019 moved PSAV to begin negotiations which continue. Las Vegas Local 720

has had term agreements for years with both PSAV and Encore. PSAV's purchase of Encore provided an opportunity for Local 720 to seek representation for PSAV Hotel technicians. They have been hampered by the pandemic, coupled with PSAV's litigious nature. They are awaiting a ruling from the National Labor Relations Board to set dates for negotiations.

The Tradeshow Department has continued its efforts to organize freelance AV technicians in Southern California. These efforts helped to provide consistent coverage of BlizzCon, one of the major electronics game shows annually scheduled in the region. Locals 33, 122, 504 and 614 were covered under the IATSE Southern California Tradeshow Agreement held by the International and Coast 2 Coast Production Support (C2C). The rapid growth of video gaming and subsequently, the popularity of this event has placed a high demand on qualified labor in the Anaheim area and Southern California at large. BlizzCon's growth has increased the demand for qualified technicians each year by 35 percent, resulting in work calls requiring 750-900 technicians over an 11-day period. This effort amongst IATSE local unions resulted in other successful collaborations to cover large concerts in the Los Angeles area. The Locals have expanded their training efforts to address skills shortages and upgrades, and to introduce new technology. The Department has begun to explore AV organizing opportunities in the jurisdiction of Local 363 Reno, NV and state of Florida.

As referenced above, Local 58 was certified by the Ontario Labour Relations Board as the exclusive bargaining agent representing audio visual technicians at the Sheraton Centre Hotel in Toronto. PSAV, however, continued to impede negotiations. Moreover, the pandemic has provided PSAV a built-in delay tactic.

Hotel X, on the grounds of Exhibition Place in Toronto, where PSAV is the inhouse AV supplier, continues its refusal to use Local 58 for work that is clearly within that Local's jurisdiction under the terms and conditions of the Local's contract with the Board of Governors of Exhibition Place. An arbitrator ruled in favor of Local 58, but negotiations have not been concluded.

Regarding the impacts of COVID-19, the Department took action when it became clear that the pandemic would affect all of our work. At the outset of the pandemic, the Tradeshow Department began regular calls to Locals and offered to assist where needed. In the ordinary course of business, each of the Representatives has a core group of Locals which they assist with negotiations, grievances,

and internal governance issues. Once the pandemic began, Department Representatives began collecting information on the numbers of shows being postponed or cancelled; tracking economic losses; assisting with accessing resources; directing officers regarding federal relief available from the Canadian and United States governments; and engaging volunteers for community outreach efforts.

Recurring issues revolved around filing unemployment claims and making applications to the Actors' Funds of the United States and Canada, Behind the Scenes and other charities that serve the entertainment industry. The International Alliance contributed millions of dollars to certain charities, which in turn provided direct relief to IATSE members. The Department was able to share best practices from other Locals and to direct officers to resources in their respective areas that could provide help to members.

The Department also developed protocols for the safe return to work in the Tradeshow Industry. Representatives collaborated with employer associations to develop these safety guidelines and to ensure that all parties agreed that worker safety is paramount. Once completed, the protocols were distributed to each Local working in the industry. Tradeshow representatives will continue to review these policies when work begins to accelerate.

Through this most challenging quadrennial, Department Representatives continued to work with Locals in organizing campaigns, contract negotiations, and however they could assist local unions.

For their part, Locals did whatever they could to support their memberships. Many set up food banks, raised money to provide bank cards, and served as buddies through IATSE Coronavirus Active Response, Engagement and Support to contact others who were suffering from isolation. It was a true show of solidarity from the outset. The Department is turning the corner on the first half of this pandemic and will continue these outreach efforts to Locals.

As the Department anticipated returning to work, it became clear that changes on the show floor for exhibitions, conventions, and conferences would require IATSE technicians to develop new skills or upgrade current skills. The Department has reached out to employers to discuss the changes they may have implemented and is working with local unions to train members to meet the changes.

As the culture of the International has expanded to embrace education and training, the Department

has emphasized staff development. In addition to the courses offered by the International, Tradeshow Representatives have been actively engaged in programs offered by the AFL-CIO, Cornell University Industrial Labor Relations School, the City University of New York, and Rutgers University, to name a few. The curricula studied included union administration, corporate research, negotiations, organizing, and computer software. The training not only enhanced the work product of the Department but also prepared Representatives to fully engage local unions in the International training and education

This was most evident with AV Essentials Training. As the need for highly trained audio-visual technicians increased across North America, the Department became actively involved in marketing and assisting in the delivery of AV Essentials Training. As the training evolved, members of the Department took on more of an assistant trainer role. Over the last four years, Representatives have worked closely with the Training Trust Fund and local unions coordinating the scheduling and delivery of AV Essentials Training for no less than twenty-two (22) local unions, some scheduling multiple weeks of classes. On average, 5-8 classes were offered in each of the four years.

Over the same period, employers were stressing customer service training. IA technicians are often the ambassadors for the contractors and venues which has led several employers to train and certify Department representatives in their Customer Service Training programs. The Department then committed to ensure that the training would be provided to our local unions, which has been done.

An abbreviated version of Customer Service Training has been incorporated in the AV Essentials Training. Tradeshow Representatives work directly with local unions to coordinate the scheduling and delivery of the stand-alone version of the training. At least fifty (50) local unions across North America have received the stand alone training multiple times. This effort has resulted in more successful shows.

As part of Activism, many local unions have taken on contract campaigns during difficult contract negotiations or organizing campaigns. To this end, the Department created Corporate Campaign Training based on the model developed by the AFL-CIO and customized it to better fit the tradeshow industry. The training helps Locals define goals, research employers, identify targets that capitalize on employer weaknesses, engage local influencers, and define a clear message for earned and social media.

The Tradeshow Department has continued its efforts to collect research on employers to be fully prepared for corporate campaigns. Over the last four years, the Department has worked with Locals 50, 58, 107, and 122 on research for corporate campaigns.

The Alliance also attends and participates in tradeshows across North America by staffing the IA exhibits, distributing information on the IA and its crafts, and presenting at workshops and panels that coincide with related conferences. For example, the IATSE exhibits at ActSafe Entertainment Safety Conference and Tradeshow, the Canadian Institute of Theatre Technology's Conference and Tradeshow (CITT), the Exhibition Services and Contractors Association (ESCA) Summer Conference and Winter Meeting, Exhibitor Live, Experiential Designers and Producers Association (EDPA), InfoComm, the International Association of Exhibitions and Events (IAEE) Expo! Expo! the Live Design International (LDI), Special Interest Group on Computer Graphics and Interactive Techniques (SIGGRAPH), and the United States Institute of Theatre Technology (USITT).

These events have provided the Department with opportunities to nurture employer relationships as well as relationships with other international unions that work in the industry. It also gives the Department the opportunity to view and use new technology not yet introduced on the show floor. Overall, it enhances the IA's exposure to all facets of the industry and the agents who represent them.

Vice President Joanne Sanders serves as co-chair of the ESCA Labor Management Council (LMC). Representative Donald Gandolini serves on the ESCA LMC as well as the Safety Committee and Representative Mark Kiracofe serves on ESCA's Education Committee.

Most recently, a new organization was formed as a direct result of the pandemic, The Exhibition and Conference Alliance. The industry had not previously engaged in concerted lobbying and realized they were operating at a deficit when attempting to secure relief through the US CARES Act. They had built no legislative relationships and relied on Union representatives to introduce them to the process. Vice President Sanders was instrumental in working with the other Tradeshow international unions to bring attention to the industry in the last two rounds of funding from the United States government. She was also key to ensuring that Labor had a seat on the newly constituted Alliance Board. The first official board meeting was in May.

STAGECRAFT DEPARTMENT

The Stagecraft Department is focused on not only improving the existing agreements in live entertainment, but to also grow and expand the jurisdiction, the industry, and the membership. The following items are highlights since the last Convention that emphasize the role the Department is playing in growing and strengthening our Locals in the live event industry.

In February 2020, after several months of negotiations a tentative agreement was reached with The Broadway League and Disney for a new Pink Contract. The details of the Agreement are as follows. It has a four-year term from July 1, 2019; includes annual wage and benefit funds increases; and defines "official opening" for Broadway and tours. In addition, the first eight hours of work calls will be compensated at 1/40th the actual weekly salary. All hours after the first eight will be compensated at premium pay. This provision does not apply to Wardrobe and Make-up and Hair Stylists because these crafts receive 7th-day payments of their actual weekly salary for travel. Seventh day pay includes annuity and vacation contributions and pension and health contributions will be made on bereavement leave and sick pay. Travel and baggage reimbursement rates were also codified. Government mandated training is now compensable at 1/40th of actual weekly salary per hour. Additional compensation is provided for Make-up and Hair Stylists for work that involves more than normal maintenance. Property supervisors have been added to the covered positions, per diem is increased by an additional \$2.00 per day. The following provisions were proposed by the employers and agreed to. Weekly guarantee for the purposes of tour tier qualification will be increased annually. In addition, overage will be calculated on a per engagement basis rather than weekly. Nine performances in a week shall be permitted over the Christmas holidays if there is a day off on either December 24 or December 25.

Shortly after the Pink Contract negotiations concluded, the COVID-19 pandemic caused the complete shutdown of Broadway and all tours. Commensurate with the shutdown, negotiations commenced for extended wage and benefit compensation. The parties agreed that crews would be paid their full salary for the partial week at the beginning of the shutdown, minimum salary and benefits for two additional weeks, and health contributions through April 12, 2021. At the time, no one anticipated an extended closure.

For the non-league theatrical productions, contract negotiations are currently still ongoing, but it is

expected that the most recent collective bargaining agreement terms will be extended for a period.

The Spectra Venue Management Agreement has been negotiated over six, three-year cycles dating back to 2001. The merger of Comcast and NBC Universal in 2011 resulted in employer leadership changes that have impacted the relationship between the parties. Over the past twelve months, the company reorganized and named John Page its president for content, arenas, and stadiums. Mr. Page was the lead negotiator for this employer from 2001 to 2013. He was named lead negotiator for this round of negotiations.

In preparation for the negotiations, Locals covered under the Agreement were contacted for their proposals and the IATSE National Benefit Funds was asked to review the benefit language for any needed updates. Forty-eight Locals were contacted to participate in negotiations, including 16 Stage Locals, 9 Mixed Locals, 8 Canadian Locals, and 5 Wardrobe Locals from 18 different States and two countries. At the conclusion of negotiations, the parties agreed to the following changes to the Agreement: a four-year term, amended benefit language to address certain legal requirements, conformance with all departmental and staffing requirements of "Yellow Card" shows (this was significant in some of the secondary markets covered by the Agreement), premium pay for ETCP-certified electricians and riggers. In Ontario, the premium shall also be applied to those possessing an Entertainment Industry Power Technician certification. In British Columbia, the premium shall also apply to those possessing another specific certificate. Moreover, employees required to utilize personal protective equipment (PPE) to perform work will be paid a premium above scale. An increase is also in the premium pay for truss light focusing. The employer agreed that "employees working the performance and load out will be provided a break after the performance." The employer also agreed a reasonable meal will be provided during the half hour after show break. Significantly, the Agreement eliminated the use of "employees outside the unit" for cheerleader events, which are frequent bookings. Some of these competitions use sophisticated production elements. Canadian benefits language has been improved. Yearly wage increases are included which Locals may, with the consent of the International Union, allocate to either wages or benefits. The parties agreed to meet quarterly to discuss education and training and safety and to maintain the list of covered facilities.

The parties added the following facilities to the jurisdictional coverage of the Agreement: Local 31

Expo Center, Topeka KS; Local 112 Enid Center Enid, OK; Local 354 Spirit Bank Center, Tulsa OK. Our strategic plan to expand coverage of Spectra facilities while growing the reach of our Locals includes increased training opportunities through the IATSE Training Trust Fund focusing on OSHA classes, rigging and other safety certifications. Spectra recognizes the value of this type of training which sets us apart from the typical labor providers that are a threat to our standards. The training of our Locals' members in these areas will better position us to organize other venues. Increased awareness in community and political activism were also covered. Most of the buildings covered under this Agreement are managed by public authorities or, if private, are being provided significant monetary public support. By engaging the covered Locals to increase their community and public activism, we will position them to use their collective voices to support and maintain their jobs under the Spectra Agreement and position them for success for other organizing opportunities in their jurisdiction.

The Department is in discussions with various venue management companies to build our national relationships and garner international agreements. As companies merge or new ones enter the industry, the Department has been taking a proactive role in assuring our presence in these facilities into the future.

Vstar is the production company that offers children's shows such as "Paw Patrol"; it is similar to the Feld Company's historic Disney-on-Ice. Originally known as Vee Corp, they were purchased by Blue Star Entertainment in 2015 and became Vstar Entertainment Group. In 2014, it appeared that the company would no longer have the rights to certain productions. Due to these constraints, the Agreement was our lowest touring contract that is under the Pink Passport system. Vstar now has a specific licensing agreement with Nickelodeon. I am glad to say we have made major improvements to the Agreement during the 2017 negotiations. Some of the highlights are as follows: three year term; workers no longer have to use the majority of their per diem towards hotel costs, the employer will pay for double-occupancy hotel rooms; significant increases to per diem; entry level technicians will receive substantial raises in year one as well as annual increases in years 2 and 3 of the Agreement; Entry Level Rate is now capped at 6 months instead of one year of service; Department Heads and Assistants will receive significant raises in year one, followed by standard increases in years 2 and 3; annuity increases in each year of the Agreement; premium pay for all hours on work calls and rehearsals; bonus pay if employees do not receive a 24-hour break during the

week (this includes work and travel time); meal penalty increases from a flat \$15 dollars to \$22 per hour until broken or fed.

The Live Nation National Amphitheater contract expired on December 31, 2020. In addition, contracts with three amphitheaters in the jurisdiction of Local 927 in Atlanta and one under TWU Local 822 in Toronto were coterminous. Due to the COVID-19 pandemic all the venues were shut down for the entire 2020 summer concert season. Negotiations took place during the Fall of 2020 and the parties concluded that it was appropriate to extend the Agreement for a year with no changes. Nevertheless, the three venues in Atlanta did receive a new eight percent health contribution when previously there was none. In addition, the Department has set dates for October to begin negotiations.

Purple Tally provides crewing services for sports broadcasting clients under contracts with Sports Broadcasting Locals throughout the United States. In addition, the company services clients engaged in permanent installations in theatrical venues. The Stagecraft Department drafted a template agreement outlining standard working conditions applicable to all Locals. When Purple Tally is engaged to work in a particular jurisdiction local wage and benefit levels are appended to the template contract. Since its inception in 2019, Purple Tally has signed agreements with thirteen Locals.

Like Purple Tally, Acme Scenic and Display performs permanent installations in multiple jurisdictions. While not engaged primarily in theatrical venues the company first employed members of Local 28 under a contract. Finding the skills of our members complimented the work performed, Acme sought a similar template agreement for use across the United States. To date they have executed agreements with two locals.

Local union organizing activity has remained vigorous. The following Locals have organized workforces in the stagecraft sector in the following instances.

Local 2/769	Teatro Zinzann
Local 2	The Radius
Local 2	The Metropolis
Local 2	Shakespeare Theater
Local 2	LED Tranquility
Local 2	Source One Media

Local 2	Wintrust Arena
Local 2	Gateway Pyro
Local 2	New Congress Theater
Local 2	Uptown Theater
Local 3	Heinz History Center
Local 3	Pittsburgh Playhouse at Point Park University
Local 7	Galleria Theater
Local 12	CATCO Scene Shop
Local 12	PromoWest
Local 15	Arts Tech Center
Local 16	Presideo Theater
Local 16	Ambassador Theater Group
Local 16	Chase Center Arena
Local 18	Riverside Theater
Local 18	Milwaukee Representative Theater
Local 19	Horseshow Casino
Local 21	Prop and Spoon
Local 21	Hudson County School of Technology
Local 22	PSAV
Local 22	Signature Theater
Local 28	Oregon Children's Theater
Local 28	WGBH Antiques Roadshow
Local 28	Elden Electric
Local 28	Think AV
Local 28	AVSC
Local 28	Workbox Productions
Local 28	Portland Opera Prop and Carpentry Shop
Local 28	Indigo Design
Local 38	Fillmore Auditorium

Local 39	Arata Expositions	Local 504	Disneyland Pyro Technicians
Local 50	Aftershock Festival/ Danny Wimmer Presents	Local 504	Musco Center
Local 53	Encore Event Technologies	Local 675	Cuthbert Amphitheater
Local 58	Artscape Wychwood Barns	Local 720	Harrah's Casino
Local 58	Toronto International Film Festival	Local 757	Michigan Opera Theater
Local 58	TIFF Bell Lightbox	Local 824	Innovation Amphitheater
Local 58	Young People's Theatre	Local 824	Zero Mile/Georgia Theater
Local 58	Tarragon Theatre	Local 828	Canadian Opera Company (Properties Shop)
Local 58	Harbourfront Centre (5 stages)	Local 828	Young People's Theater
Local 59	Sheraton Centre Toronto	Local 828	Shaw Festival
Local 63	Royal Winnipeg Ballet	Local 874	Opera San Jose
Local 99	Salt Lake Film Society	Local 917	Hard Rock Casino
Local 99	Utah Opera	Local B18	Giants Fan Lot
Local 118	Boca del Lupo	Local B18	San Francisco Jazz
Local 118	Granville Island Theatre District	Local B173	Artscape (7 Venues)
Local 118	Carousel Theatre for Young People	Local B173	Civic Theatres Board (i.e. Sony Centre for the Performing Arts [now Meridian Hall])
Local 122	Old Globe Theater	Local B173	St. Lawrence Centre for the Arts
Local 127	DSA Temp Services	Local B173	Young Centre for the Performing Arts
Local 129	FirstOntario Arts Centre Milton	Local B173	Toronto Centre for the Arts
Local 166	New Mission Theater	Local B173	Hot Docs Ted Rogers Cinema
Local 168	Intrepid Theatre (Stagehands)	Local B173	National Ballet of Canada
Local 168	Mary Winspear Centre	Local B778	VALU CO-OP
Local 200	Zoellner Arts Center	Local B778	Gallery Gachet
Local 200	Allentown Symphony Association	Local B778	Cineworks Independent Filmmakers Society
Local 212	Experience Ambassadors (a/k/a XA)	Local B778	CARFAC
Local 205	Freemen Decorating	Local B778	Contemporary Art Gallery
Local 333	High Water Music Festival		
Local 363	Eldorado Casino Showroom		
Local 494	Hamilton		
Local 501	Rock Lititz		

This list reflects successful organizing campaigns. For comparison, the President's Report from 2017 reported forty-four successful campaigns and the 2013 Convention reported seventeen. These numbers speak

for themselves in confirming our success when we determine to aggressively organize regardless of the nature of the venue or bargaining unit involved.

After Local 15 won an election to represent riggers in the Pacific Northwest in 2015, Rhino staging has engaged in numerous legal challenges and dilatory negotiating tactics to avoid concluding a collective bargaining agreement. As a result of Rhino's failure to bargain seriously in the fall of 2018, I authorized engagement of an expert to coordinate a public relations campaign to address this issue. Coordinating with the Legal Department, Communications Department, and Political Department the campaign commenced with the following actions directed at this Rhino dispute. Letters were written to artists performing in the jurisdiction of Locals 15 and 28 that used Rhino. Bannering took place at performances and outreach to the press continued. This campaign continued through the winter of 2018. With the beginning of the summer amphitheater season, we redirected our campaign to include other supportive efforts.

We also began to focus on the Angel of the Winds Arena in Everett, WA which is managed by Spectra Venue Management. Spectra has resisted putting the venue under the national contract. The Spectra campaign included outreach to the members of the Everett City Council and Everett Public Facilities District. IA members attended city council and facilities meetings with Rhino workers who read prepared statements into the record. We coordinated political outreach which resulted in meetings with staff for Senators Patty Murray and Sherrod Brown, which helped coordinate our campaign with support for the PRO Act. We also received a supportive tweet from Representative Pramila Jayapal. Interviews of facility riggers by local press resulted in a feature article in the Everett Herald. As a result of these activities Vice President Barnes was able to arrange a meeting with the General Managers of the Angel of the Winds Arena and Federal Way Performing Arts Center, both Spectra venues. We are hopeful that the facilities transition to Local 15's jurisdiction will take place shortly.

The combination of Live Nation, Spectra, SMG, OVG and Tri-State Staging contracts with the IA have dramatically increased the Alliance's presence in the Northwest. Live event workers at the Angel of the Winds Arena, Showare, Tacoma Center, The Gorge, T-Mobile Field, Lumens Stadium and the Key Arena will now be represented under IATSE agreements. Without the coordination amongst Departments, we would not be on the verge of this momentous accomplishment.

Ambassador Theater Group entered the American theater industry by purchasing the Lyric and Hudson Theaters in New York City, The King's Theater in Brooklyn, the Colonial Theater in Boston, the Saenger and Mahalia Jackson Theaters in New Orleans, and the Majestic Theater in San Antonio. In Boston, New York, and San Francisco all our Locals (stage, wardrobe, make-up and hair, box office, and front of house) were successful in obtaining contracts by remaining united in their insistence that all Locals be covered. In Brooklyn, San Antonio, and New Orleans the stage, wardrobe, and make-up and hair workers succeeded in obtaining contracts.

In 2018, the Fiserv Arena opened in Milwaukee replacing the Bradley Center. Local 18 had never had a contract during the 32 years of the Bradley Center's operation. It was determined that the Fiserv would not follow that example. After a protracted campaign that included bannering and social media, which was spearheaded by Vice President Craig Carlson, we were successful in obtaining a contract for our traditional work. The five-year contract includes the following provisions:

- Significant wage increases for general stagehands and lead riggers.
- Wardrobe parity with general stagehand rate.
- Climbing Rigger rate.
- Annual wage increases.
- Employer Annuity Contribution.
- Employer Health Contribution.
- IATSE Training Trust Contribution.
- Time and one half for work between 12AM and 8AM.
- Nine double time Holidays.
- Grievance and Arbitration Language.
- Meal Language double time penalty.
- Six-hour minimum rigger call.
- Time and one half after eight hours in a call, 40 hours in a week, or 12 hours in a day.

Workers at the Fiserv submitted 120 applications for membership in Local 18. Because of this resounding success, many of the same workers sought to organize the Alpine Valley Amphitheater where workers had

been unrepresented for 41 years. That organizing drive was successfully concluded with the addition of Alpine Valley to the Live Nation National Amphitheater contract.

Lititz, PA is located in the heart of Lancaster County in the middle of Pennsylvania. In September of 2014, investors opened the first phase of Rock Lititz, a planned 100-million-dollar campus. In 2014, The International signed an agreement with Tri State Staging to be the exclusive provider of labor at the Rock Lititz Rehearsal Hall. The Rehearsal Hall is one of fifteen planned buildings on campus. The deal was successfully renegotiated in 2017. A charter was granted on July 4, 2018, to Local 501. The jurisdiction of the charter includes the Rock Lititz campus.

Local 501 has been busy laying the organizational foundations upon which to build a strong, growing local union. A period of open enrollment and offers of Local 501 membership have been extended to all workers on the Rock Lititz campus. The decision to charter this Local has provided a sense of community and given purpose to these stagehands who build and rehearse some of the world's largest touring concert productions. On January 8, 2019, Local 501 approved their first Constitution and Bylaws and I subsequently approved it. As of the submission of this Report, Local 501 reports 87 active members and 141 pending applications are currently being processed. This is a 100 percent increase in the number of applications reported at the Summer 2018 General Executive Board meetings in New York.

In August 2019, the Stagecraft Department, noting the need to have a single source organizing database that could also be accessed on a smart phone since many workers do not have personal computers, began working with the AFL-CIO and the developers of Action Builder, an organizing website. The site works as an online database, specifically designed by organizers for organizers. Most importantly, it is designed for computers and smart phones.

After several months of sessions and meetings with the developers to customize the website to best suit IATSE organizing campaigns and issues, we are now using the site. Action Builders' use on external campaigns has led to an election win at the Signature Theatre in the jurisdiction of Local 22. It has also led to National Labor Relations Board representation petitions being filed in Locals 3, 12, and 8.

Recognizing that Action Builder website is also an internal organizing tool, the Stagecraft Department worked with the developers at the AFL-CIO to use

the website for mutual aid campaigns as the COVID-19 crisis shut down live entertainment. This was done using Action Builder both to build Local solidarity and connect people nationally, in the United States and Canada.

Locals that the Stagecraft Department Representatives had been assisting in organizing drives were introduced to this additional capability of Action Builder to meet the needs of Local members. One Stage Local has used the tool to distribute food grown in members' home gardens. Others have focused on helping members navigate the unemployment process specific to their state or territory. Some Locals have even used the tool to coordinate vote-by-mail efforts and responses to the 2020 census.

On the International level, Department Representatives worked with the Disaster Relief Committee to use the tool for the IATSEcares.org. Using Action Builder's map feature, administrators could see which members who volunteered to assist other members lived near those requesting assistance, thus making connections more efficient.

Through Action Builder, IATSE CARES matched a young stagehand with a retired ticket taker who both live on the same street in New Jersey. Starting with a simple phone call, they have developed a friendship, checking in regularly. And the stagehand has been able to help his ticket taker neighbor with tasks like grocery pickups.

The Stagecraft Department regularly aids Wardrobe Locals in contract negotiations. Among the issues most frequently confronted in these negotiations has been pay equity. For example, negotiations with the Center Theater Group resulted in a four-year contract that reduces the pay disparity between wardrobe and stagehands by 5 percent over the life of the agreement. Wage parity was also achieved in negotiations with The Greek Theater. The Performing Arts Center of Los Angeles County agreed to a four-year contract with substantial wage increases which dramatically reduced wage disparities with other crafts.

Wage parity has also been an issue with Make-Up Artists and Hair Stylists' Locals. Make-up Artists and Hair Stylists were unrepresented at the Utah Opera until the employer agreed to voluntarily recognize those workers. The subsequent first contract negotiations resulted in a 114 percent increase for those workers, with pay equity achieved in the third year of the agreement. The broadcast technicians employed on the Wendy Williams show organized in 2017. In the summer of 2020, after observing the benefits of representation

for the broadcast technicians, makeup artists and hair stylists approached the IA seeking representation. The company agreed to voluntary recognition and the workers were integrated into the existing contract effect September 2020.

The Stagecraft Department also regularly assists ticket sellers for contract negotiations. Local 868 entered into negotiations with the Strathmore for their second collective bargaining agreement following a hard fought, successful organizing campaign in 2017. A tentative agreement was reached in April 2020. Shortly afterwards, the employer reneged on the tentative agreement citing the COVID-19 pandemic. They introduced numerous regressive new proposals and laid off two full time staffers in violation of the contract’s minimum staffing requirements. Two unfair labor practice charges were filed; one for failing to negotiate with the union over staffing reductions and one for failure to bargain in good faith. The NLRB issued a complaint on the first charge with the intention of obtaining a back-pay remedy. The second was dismissed because the Local had not yet ratified the tentative agreement. That decision is on appeal. In response to the Employer’s actions a public relations campaign was initiated, including bannering, letters to the Montgomery County Council, and press outreach. The response has been positive with several local papers and news programs reporting favorably on Local 868’s campaign for fair treatment. With performances still suspended our battle remains unresolved but we will persist until we have prevailed.

Michigan Opera Theater hired a union busting firm called the American Labor Group to try and sway the upcoming election for Local 757. The firm, in connection with the employer’s marketing department, sent a representative to hold captive audience meetings, distribute anti-union flyers and generally make the unit feel as ostracized as possible from the rest of the staff. They included with the handouts, a booklet on how an NLRB election is conducted and the IRS Form 990 for another IA Local, with lines highlighted that showed the amount of money collected by the union and where it went.

Despite all this activity, a successful election was held resulting in 100 percent of the unit voting in favor of the Union and they concluded their first contract in the fall of 2018. A renegotiation was done in 2019. The employees received a significant increase in the full-time, and a moderate increase for the part-time, worker wages. The Local also brought in two new members.

Over the past four years the IATSE has been strengthening our relationship as the representatives

of those who work on the various music festivals produced by Danny Wimmer Productions. Prior to COVID-19 there were plans for seven festivals produced under an IATSE agreement. Currently, the IATSE holds contracts covering Locals: 12 Columbus, 115 Jacksonville, 2 Chicago, 17 Louisville, 322 Charlotte and 50 Sacramento. In all agreements we represent those who work the steel build along with the production hands and riggers. By including existing members and referrals that are experienced in the unique challenges of multi-day, multi-stage festivals along with previously unrepresented stage workers we have demonstrated the advantages of working under an IA agreement. I look forward to an opportunity to use this organizing model with other producers of music festivals that are presently using unrepresented workers.

In September 2019, the Highland Festival Grounds at the Kentucky Expo Center was the site of the largest music festival in North America. These festivals were staffed entirely under an IATSE agreement. Marketed collectively as the “Louisville Trifesta” this was three separate festivals: Bourbon and Beyond, Hometown Rising and Louder Than Life on consecutive weekends. The site was literally in a vacant lot adjacent to the Kentucky State Fair and Expo Center.

The Stagecraft Department has historically discouraged Locals from entering into non-exclusive rate card agreements with employers. These agreements fail to deliver the level of long-term job security that genuine collective bargaining agreements provide. Moreover, they put our Locals in the position of having to negotiate against non-union labor contractors to secure our work. Stagecraft Locals have accepted this message and, whenever possible, have converted their rate card arrangement into true collective bargaining agreements. Among the Locals reporting that they successfully converted rate cards to contracts are the following:

- Local 28 Central Catholic
- Local 28 Satis & Fy
- Local 51 Staging Solutions
- Local 127 Freeman Decorators
- Local 127 Global Experience Specialists
- Local 127 Perot Museum of Science
- Local 127 Gemini LSV
- Local 190 Intrust Arena/ASM Global

Local 417 Durham Performing Arts Center
Local 756 Huntington Cleveland
 Convention Center

Throughout this Report, the activities of the Stagecraft Department reflect the use of a more extensive tool kit to achieve our goals. The use of Action Builder to support organizing and member outreach is one example. But it also reflects the more effective deployment of social media, political engagement, bargaining on an International scope, and grass roots engagement to represent workers more effectively in our crafts. The Department is strategically focused on looking at organizing and lateral expansion in order to further our goals and achieve the IATSE’s vision.

CANADIAN AFFAIRS DEPARTMENT

The IATSE has seen considerable growth in Canada since the 68th Quadrennial Convention. Membership has grown by 36.88 percent in the last four years and is now in excess of 28,000. Canadian membership now constitutes 18.17 percent of the entire membership of the Alliance, which is an all-time high. This unprecedented level of growth is a natural evolution of transitioning into a proactive organizing movement that demonstrates the confidence in our ability to improve the livelihoods of all behind-the-scenes entertainment industry workers. There were 151 separate organizing campaigns undertaken by Canadian Locals in the last four years. Our enhanced strength is not just reflected in numbers. We see it every day as the IA is increasingly known as a leader in the industries where our members work. This leadership role was never made so clear as during COVID-19 when the IATSE in Canada played a significant role in fighting for all working families.

The reflection of the growth of the Alliance in Canada is evidenced by the chartering of three new local unions as well as the formation of a merged film local in the province of Quebec. Each of these newly chartered locals is an indication of the broad, inclusive focus of the Alliance.

After years of outreach efforts, the IATSE began signing union authorization cards last August for the animators at British Columbia-headquartered company Titmouse. With a dedicated crew of worker organizers, we collected representation cards and filed for certification. In a vote result almost unheard of for a bargaining unit of this size, there was an 87 percent voter turnout, with 98 percent of the voters saying ‘yes’ to IATSE representation. As reported elsewhere, this newly chartered Local is now known as The Animation

Guild, IATSE Local 938. That victory sparked union interest in the animation industry across North America, and the Canadian Department now has active animation organizing campaigns underway across the country.

Chartered in 2020, the Arts and Cultural Workers Union, IATSE Local B778, has secured voluntary recognition agreements with additional companies. The International assisted the Local in certifying the workers at Gallery Gachet and at the Contemporary Art Gallery. In September, the Local organized workers at the Canadian Artists’ Representation/Le Front des artistes canadiens (CARFAC), which is a non-profit corporation that serves as the national voice of Canada’s professional visual artists. The Local also organized Cineworks, an artist-run production and exhibition centre that supports independent filmmakers and media artists. This local union—which was only chartered in 2020—has been able to achieve four organizing victories in one year. This demonstrates the opportunity for growth that exists in every community.

As mentioned below, I am pleased to report the chartering of a new local in Canada. The 250-member Associated Designers of Canada was formed in 1965 to represent the set, costume, lighting, projection, and sound designers in live performance throughout English Canada. Discussions around a merger began in late spring of 2020, after the ADC reached out with some general queries concerning the IATSE. There was much commonality between the two organizations, including shared employers, so the fit seemed like a natural one. As part of the Creative Industries Coalition, the IATSE and the ADC began working even more closely to lobby the Canadian federal government around income support for entertainment industry workers facing mass unemployment due to COVID-19. With each lobbying success, the benefits of formally joining the IATSE became even more apparent. After multi-day voting, members of the ADC voted overwhelmingly in favor of joining the IATSE. The ADC has now formed its own IATSE local union, called IATSE Local ADC 659.

Another significant moment occurred with the merger of Quebec-based AQTIS into the IATSE. After organizing successes in the early 2000s, the IATSE shared jurisdiction for work in the film industry with AQTIS, a union of technicians and artists. In 2019, in accordance with Quebec legislation, the IA and AQTIS filed various applications seeking to displace one another in this industry. Litigation was beginning to ramp up and would have likely introduced turmoil. Yet, individuals on both sides showed tremendous leadership

and reached out to each other to start a conversation on what would be in the best interest of the membership. Those conversations turned into intensive discussions over the following months. Ultimately, a merger agreement with Local 514, AQTIS and Local 667 was cemented. These discussions were complicated and due to the pandemic, ultimately concluded virtually. In addition to creating a legal framework, it was also about recognizing and valuing the different cultures of the organizations and ensuring the new structure would best serve the interest of the members of both organizations. I am confident we were able to achieve those goals.

Extensive information on the merger was distributed to all affected members, including various townhall-style meetings. The affiliation vote revealed overwhelming support for the merger and all organizations involved have remained financially stable, and targeted financial contributions to the new organization have been met. The new organization, known as AQTIS 514 IATSE, has become fully operational. This influx of members means that Local 514 is now the second-largest local union in Canada, with over 6,000 members. Due to legislation in Quebec, the Local represents all sectors including scripted, reality, commercials, music videos and in-house TV broadcast. Solidarity and labour stability in this province have been welcome news.

In a more straightforward forward alliance, two of the Locals serving the Stratford Shakespearean Festival united in May 2020. After 35 years as a proud autonomous local, Theatrical Wardrobe Union Local 924 voluntarily joined with Local 357 further bolstering the solidarity and strength of all members. Indeed, together, we rise.

The Canadian Affairs Department achieved this level of growth by hiring an International Representative with an organizing background (as mentioned elsewhere in these proceedings). The Continuing Organizing Membership Education Training (COMET) training has enhanced our Canadian affiliates' ability to conduct large, multi-faceted organizing campaigns. Greater emphasis on the COMET program has offered a more structured way to assist Local leadership in identifying organizing opportunities. We increased our ability to engage in digital organizing in Canada and took greater advantage of social media platforms in our organizing campaigns.

It is not possible to identify every organizing success, but in addition to those mentioned above, additional Canadian Locals should be noted for their efforts. Locals 56, 58, 118, 129, 168, 262, 411,

461, 471, 634, 667, 669, 709, 828 and B-173 have all made significant efforts to organize. Local B173 was successful in winning a certification vote of three large Toronto theatres which were amalgamated under one municipally run management structure. With the assistance of the International, Local B173 carried out a sophisticated campaign to win over 90 percent of the 265 workers against the much larger Canadian Union of Public Employees. That victory led Local B173 to form a Front-of-House Organizing social media platform and led, in part, to organizing victories at five other venues.

The leadership of Local 634 in Northern Ontario transformed itself from a small stage Local to a mixed Local, when it agreed to work with the International to organize a growing motion picture and film industry in the region. When Ottawa started to develop a film industry production centre, the Local expanded its efforts and was able to organize film and television workers and secure agreements with local producers. Key to their organizing successes was an emphasis on skills and safety training.

In a testament to perseverance and tenacity, Local 471 fought to obtain recognition for all stage-related work throughout the City of Ottawa and was ultimately met with success. The impact of this accomplishment will be felt by our members for years to come. The efforts of Local 295 also secured a major new employer. In 2017, the 35,000 seat Mosaic Stadium opened in Regina, Saskatchewan. Home to major concerts and sporting events, the new stadium has provided much needed new work to the members of the Local.

Under my direction, the IATSE has offered strategic assistance from International Representatives. The International is committed to providing this support for our brothers, sisters, and kin in Canada seeking to grow their ranks through new organizing.

We have also actively engaged in supporting the efforts of local unions to negotiate collective agreements in an increasingly hostile backdrop brought about by provincial governments throughout the country. One-hundred and fifty-two negotiations have occurred since the 68th Convention in 2017. Due to our organizing, many of these negotiations were for first contracts. In 2017, workers in Manitoba were under attack after the province enacted "Bill 28: The Public Services Sustainability Act." The controversial legislation was modelled on similar legislation in Nova Scotia and sought to freeze the wages of more than 100,000 public sector workers for two years, followed by a 0.75 percent pay increase in the third year and 1 percent in the fourth. Though the bill was never proclaimed into law

and thus never in effect, unions stated that government negotiators acted as though it was. This harsh law would have applied retroactively if it were proclaimed. It was a serious issue for the members of IATSE Local 63, who work in some municipally owned venues. Local 63 worked with the International and banded together with 27 other affected unions in the province, launching a class action lawsuit. After three years of battling, the Alliance and other affected unions claimed victory in June 2020 when the Manitoba Court of Queen's Bench threw out Bill 28, calling it "draconian."

The wage freeze and wage-cap freeze trend has been echoed across Canada. Governments in Alberta, Saskatchewan, Ontario, and New Brunswick have all tried to enact similar legislation. If such legislation is enacted, unions like the IATSE will be there to fight it, and I am hopeful that our victory in Manitoba will have a chilling effect on any government attempting such a move.

The last four years have clearly presented challenges—even unrelated to COVID-19. One of the most prominent was the lock-out of Local 58 members from Exhibition Place in Toronto. In July 2018, things became challenging. After months of unsuccessful bargaining, Exhibition Place made the unprecedented decision to lock out the members of Local 58, which had been providing its labour for decades. Picketing proved difficult, as Exhibition Place is almost 200 acres in size and includes exhibit, trade, and banquet centres, theatre and music buildings, monuments, parkland, and professional sports facilities. I am proud to say that not only did other IATSE Locals and other unions show up to picket, but there was widespread support from the citizens of Toronto, many of whom did not attend the annual Canadian Exhibition in solidarity. All our efforts helped to bring the situation to a close. The lockout lasted four months, and after a 21-hour (mediated) bargaining session, a deal was reached.

During acrimonious bargaining with the Citadel Theatre, the provincial government in Alberta announced a \$500,000 cut to funding. With tremendous resolve and creative thinking, the affected Local was able to secure an agreement that protected working conditions and provided for wage increases.

Finally, in terms of challenges, the protracted conflict between Local 262 and Cineplex certainly places. After nearly seven long years, Local 262 successfully concluded agreements for the Cineplex St. Foy and the Cineplex Colossus in June of 2020. The Local had successfully filed for certification of front-of-house workers at the venues in January of 2014. After bargaining quickly, it came to an impasse over wages,

the matter was referred to conciliation under the Quebec Labour Board, which was also fruitless. What followed was a long saga of over 20 arbitration hearing dates, arbitration awards, and judicial reviews. The parties finally came together to seek an out-of-court deal that would provide labour peace and avoid further costly litigation. The new deal will pay dividends—which extends to multiple IATSE-represented cinemas—and impacts approximately hundreds of employees.

Under my direction, the Canadian Pink Contracts were completely restructured as term collective agreements. Unlike the United States, Pink Contracts in Canada were negotiated individually with each of the eighteen touring producers (because there is no Canadian employer association that could negotiate on behalf of all producers). The International negotiated each of the contracts in consultation with affected Locals. Three cycles of agreements have been negotiated and the Canadian Department has instituted an outreach program to ensure that every Canadian touring production is visited by an IATSE International Representative.

In the early days of the COVID-19 pandemic, crew members of the Ballet Jazz Montreal were summarily dismissed without notice of any kind as performance dates across Europe were cancelled. Through the strength of our Pink Contract touring agreement, the International was able to compel the management to provide severance pay that otherwise would have been unobtainable under the Local agreement.

Tradeshows and audiovisual (AV) work is another area in which Locals in Canada have seen certain upswings in work opportunities for IATSE members. Canadian officers and staff have looked at US examples where the International has been able to secure national agreements covering this work. However, the intransigence of multinational players in this field have led the International to assist local unions with their efforts.

One of the most inspiring examples of coordinated bargaining was seen in the most recent round of term negotiations in Toronto and British Columbia involving Locals 873, 891 and 669. Following the resumption of film work after the COVID-19 shutdown in 2020, these three local unions, along with other Canadian unions and guilds, forged a collective position that they achieve appropriate wage increases. Through efforts to coalesce in a unified position with other involved unions, our Locals were successful. Our efforts were rewarded when all four agreements were successfully negotiated and the industry pattern for wage increases was maintained. Together, we rise.

Since the last Convention we have also seen tremendous strides in Canadian IATSE activism. Our Locals and members in Canada have truly made important progress in reaching out to the communities in which they live and work. The Sears Drama Festival is one such example. This competitive drama festival brings together students, teachers, theatre professionals, and community members to view and critique the students' creative efforts. With 15,000 participating students, it is the largest festival of its kind in the world. When Sears Canada filed for bankruptcy, the festival lost its sponsor. The IATSE reached out to see what we could do to help, and we partnered with the National Theatre School of Canada. The International started with a \$5,000 donation and we put the call out to the Locals as well. I am proud to report that the IATSE raised almost \$30,000 and committed to a multi-year sponsorship. The National Theatre School took over management of the festival—now known as the National Theatre School Drama Festival—and with our assistance (coupled with that of some corporate sponsors) ensured that the festival had enough stable funding to continue. Our efforts did not go unnoticed, as Canada's largest national newspaper, and other media published stories on our efforts. We continue to be active in Canada with student outreach so that diverse groups of students are made aware of the IATSE.

We have also been further involved with the wider Canadian labour community. The Canadian Department reached out to all provincial Federations of Labour to determine which Locals were affiliated and encouraged those Locals not yet affiliated to do so. The Alliance now ensures that there is IA representation at the convention of every provincial labour federation as well as Canadian Labour Congress (CLC) Conventions. The CLC held its most recent Convention in May and I am pleased to report that, for the very first time, an IATSE member ran for one of the CLC's executive positions. I would like to congratulate CLC Delegate Siobhan Vipond on her election as Executive Vice President of the Canadian Labour Congress. I am extremely proud that the IATSE now holds office in Canada's House of Labour.

We have blazed trails in assisting the communities where we live. Our partnership with Food Banks Canada through the "Every Plate Full" and the "Reel Thanksgiving Challenge" campaigns have meant that over one million meals have been served to Canada's hungry and hurting. As in the US, our Canadian membership also stepped up during the COVID-19 pandemic. Amongst many other things, members undertook mask-making initiatives, gathered, and

donated household products, volunteered to coordinate and deliver for food banks, and arranged and delivered Christmas gifts to children whose families (whether they were IATSE families or otherwise) were unable to purchase them due to the collapse of the live event industry.

Over the last several years, the Canadian Department has placed emphasis on diversity. We have worked with organizations that champion underrepresented groups to make sure that our industries are welcoming and more supportive. The Canadian Locals, too, have stepped up. Some have existing partnerships with indigenous film training centres or community groups. Some have done comprehensive studies to get an accurate snapshot of the makeup of their membership from an ethnic and genders perspective. And others have undertaken efforts to train members with effective training courses. I am also pleased that, in addition to the International Committees, several Canadian Locals have established their own Young Workers, Women's, DEI, Pride, and Green Committees. As we become more diverse, we all become stronger.

As reported elsewhere to this Convention, the political activism of our Canadian members has also grown remarkably. Leading up to the 2019 Canadian federal election, the IATSE partnered in two different campaigns. The first involved industry unions and guilds on a non-partisan member engagement campaign called Just Ask. The goal was getting as many members as possible out to campaign events, such as local candidates' debates, and having these members ask key questions. We spent months encouraging members to sign a pledge to attend at least one town hall or all-candidates meeting and ask at least one question. Members were encouraged to get candidates (from all parties) to sign a card stating their support for the industry and the cards were presented to the candidates' national party leaders to demonstrate support within the given party. Member questions were posted on a Just Ask campaign website and were broad enough so that they were relevant for both film and theatre members to get involved.

The second group with which we partnered is called Engage Canada. Engage Canada is a union-run group overseen by veteran left-leaning political strategists. Monies raised from all unions went to anti-Conservative advertising – television, radio, and digital. The ads got a lot of media coverage, but really exploded during the NBA play-offs because with the Toronto Raptors in the running, more Canadians than ever tuned in to watch. I want to note the incredible way that IATSE

Locals came forward to support this campaign, giving whatever they could, in amounts that ranged from \$500 to \$40,000. Including a \$25,000 contribution from the International, Canadian Locals raised \$130,000 for this campaign. Labour's success was reflected that fall at the ballot box, when we managed to ensure that the anti-worker Conservative Party was defeated.

Our lobbying efforts have increased dramatically, and the Department is in regular contact with our Canadian lobbyist. In addition to drafting formal submissions to governments on issues that touch the IATSE, we have lobbied so often that we have established solid relationships across various Ministries and with several Members of Parliament. We have worked diligently to lobby around modernizing copyright legislation, ensuring that the changes made to the North American Free Trade Agreement did not adversely affect the Canadian film industry, and defeating anti-labour legislation proposed by the former (Conservative) federal government. For the last several months, we have also been involved in efforts to modernize Canada's Broadcasting Act so that it both recognizes and supports Canada's domestic industry while ensuring that it does no harm to the foreign streamers that employ thousands of IATSE members.

Though we lobby for our own interests, labour has always also fought on behalf of all working families – unionized or not. Further to that, the IATSE has worked hard to promote the efforts of the Canadian Labour Congress. For a number of years, we have joined the CLC in their efforts to establish a national pharmacare program. Canada is the only country in the world with a universal healthcare system that does not also include universal coverage for prescription drugs. It is past time that this was addressed. We also support labour's efforts in other areas by joining together with unions across the country each year for CLC Lobby Day. On this day, union members come together on Parliament Hill to advocate on issues important to all Canadians. Due to COVID-19, the year 2020 offered the opportunity for us to do that twice – the second time virtually. When members across the labour movement band together, we can, and have, accomplish(ed) great things. Together, we rise.

While political engagement is an important aspect of community involvement, it is by no means the only measure. There is no shortage of examples of IATSE members, Locals and the International supporting progressive groups. I see this as a fundamental role for the IATSE. We must continue this work, as it enables us to make connections to the communities in which our members work and live. I challenge our Canadian

members to continue the spirit of organizing and engagement they have developed. Our future strength depends on it.

The biggest focus of the last year for the Canadian Department, like the rest of the International, has been around COVID-19. Priorities pivoted to outreach to our local unions and how best to support our members.

The Department worked with Locals to make sure our members were paid for work performed and to secure extended pay-outs and enforce guarantees. They scheduled weekly national stage and film calls with leaders from the Canadian Locals as well as Ernie Schirru, Canadian Counsel and Isabel Metcalfe, our Canadian lobbyist.

These calls allowed the Department to report on its work, to receive feedback from our Locals, and to exchange ideas and information. The calls featured guest speakers such as David Hope from the AFC (formerly the Actors Fund of Canada), representatives from our national health and retirement plans, as well as others, including Federal New Democratic Party Leader Jagmeet Singh, NDP Heritage Critic Alexander Boulerice, Canadian Heritage Minister Steven Guilbeault, and Canada Council for the Arts President and Chief Executive Officer Simon Brault.

The Canadian Department created an IATSE Canada website, in both languages, as a resource for Canadian members around COVID-19. The website is regularly updated and has featured information on income supports, the national health and retirement plans, member engagement, and given the challenging times we are in, mental health and addiction supports.

Immediately following the COVID-19 shutdown, we began working with our lobbyist to provide financial figures to the federal government on the impact of COVID-19 to our industry and to our members. Metcalfe made it clear that the government would be operating blindly as it struggled to get a clear understanding of the economic impact of COVID-19.

The IATSE was one of the first groups out of the gate meeting with federal officials and providing hard numbers regarding the impact of COVID-19 on our members. We were approached by many labour organizations and other industry groups looking for our statistics. We are continuing to track job and wage losses broken down by region. These stats have been effective in meetings with the various levels of government, ensuring that supports put in place are effective and appropriate for the entertainment industry. Working with all our stage and film Locals

allowed us to calculate a monthly wage loss close to \$120 million for IA members in Canada.

Our first focus was on financial aid to our members. We made a compelling argument that federal employment insurance would not be good enough as too many of our members would not be eligible. We met with anyone who would meet with us. Liberals, NDP, Conservatives and the Bloc Quebecois. We met with senior officials from Heritage, Finance, National Revenue, Employment, Industry and Tourism and we secured a witness appearance before the Federal Finance Committee. We formed alliances. We took the lead and formed the Creative Coalition with Actors Equity, the Canadian Federation of Musicians, and the Associated Designers of Canada, which focused on live performance, and we joined a national task force addressing issues in the film and television industry, also meeting weekly with the national leadership of the Directors' Guild of Canada and ACTRA to coordinate our efforts.

The Canadian federal government introduced the Canada Emergency Response Benefit (CERB). It provided \$2,000 per month for sixteen weeks and the only eligibility requirement was to have earned a minimum of \$5,000 in the previous year and to be unemployed due to COVID-19. With very few exceptions, our membership was able to receive the CERB benefit, and some were able to collect under the Employment Insurance (EI) program.

In June, our focus pivoted to extending CERB beyond its original sixteen weeks. After weeks of intensive lobbying efforts, the Federal government announced an extension of the CERB program of an additional eight weeks, and then four more. For most people, these extensions meant a continuation of benefits to the end of September. As the end of the CERB loomed and the government announced it would try to roll recipients over to Employment Insurance, the Department lobbied around an expanded EI program that would capture more people, as well as the necessity of income supports for those who would not be captured. We also drafted formal submissions to government making the case for why these benefits were critical for gig workers. Our lobbyist distributed them widely, and they were repeatedly requested by government officials outside of our distribution group, including from the Prime Minister's Office. Once again, we were successful. By the end of September, the Canadian Government announced an expanded Employment Insurance program as well as the creation of a new income support – the Canada Recovery Benefit (CRB). Like the CERB, the CRB also provided

for \$500/wk until the end of March 2021. We continued to push, and the government announced legislation to extend the CRB another twelve weeks, until the end of June. In that same announcement, the government revealed that the new Canada Recovery Sickness Benefit (which can be used by workers who have to miss work due to COVID-19) was extended from two to four weeks.

It should be noted that many local unions have become engaged in political lobbying at both the provincial and municipal levels. Recognizing the need to help coordinate our provincial efforts, Department representatives have worked with our Local leaders to encourage them to lobby and to help coordinate their efforts with sister locals.

The IA was called into meetings with senior officials in Immigration and Public Safety to address concerns with allowing cast and crew from the US and other countries to enter Canada. The great work of our Production Coordinators across the country was an asset, as they supplied accurate and timely information on the uneven application of existing regulations at the various ports of entry. The industry did not seek any exemptions –and was prepared to live with a 14-day quarantine requirement for anyone entering from the US. Our focus was to provide guidance to point-of-entry guards to ensure a consistent and seamless process. We will continue to monitor this but so far, it has been smooth. This positive result speaks to the clout the IA now brings when dealing with the federal government.

Representatives of the Canadian Department assisted and were part of the larger discussions concerning back-to-work protocols in motion picture and television as well as stagecraft and tradeshow. Their bigger role has been aiding Locals addressing return-to-work protocols on a case-by-case basis, both in stagecraft and in motion picture and television. It must be noted that our local unions have taken a leading role in the various discussions with provincial governments and agencies throughout the country.

In order to keep employers afloat, the Government of Canada also introduced the Canada Emergency Wage Subsidy, which allowed employers to receive up to 75 percent of an employee's wages (subject to a cap) if they could demonstrate a loss of income of a certain percentage. The International and many of our Locals took advantage of this program. Unfortunately, it was not effective for the film industry, but we did achieve some success in stage. Venues owned by municipal or provincial governments were not eligible for this program, which limited its effectiveness.

I assigned Canadian Representatives to assist Locals in their efforts to bring more of the membership back on employer payrolls under the Canada Emergency Wage Subsidy. In some cases, elements of existing collective agreements can create superficial barriers to an employer's ability to avail themselves of the program. The Department has been assisting Locals in navigating these discussions, providing contractual advice and written Memoranda of Agreement where required, to cover any temporary measures. In total, twenty Locals across the country were able to reach agreements with fifty employers, which secured employment for 467 members.

There has been one unseen benefit as a result of COVID-19. Prior to the pandemic, we saw provincial labour boards slowly start to accept the use of electronic membership evidence for certification applications. COVID-19 forced a dramatic shift on how the labour boards processed certification applications, and I believe this will result in more organizing victories. At least two provincial boards are not only accepting electronic membership evidence, but they have instituted online voting. Making it easier to get cards signed by people who are spread out geographically or work non-typical hours and being able to vote not at the employer's place of business but at home on your computer, will both be helpful in future organizing campaigns.

MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

The Motion Picture and Television Production Department continues to be led by Vice-President and Department Director Michael Miller along with Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe. While there have been changes in that Department since we were last together in Convention, the IA's personnel continue to skillfully serve our local unions and members. International Representative Scott Harbinson retired after several decades of service. I am pleased to report that Mr. Harbinson continues to contribute to this Department on an as-needed, project-by-project basis. Local 487 member Wade Tyree was added to the Motion Picture and Television Department team working out of the General Office in New York. Representative Steve Kaplan formerly affiliated with the IA's West Coast Office has become the business representative of The Animation Guild, Local 839. Tanya Mahn has also joined the International Alliance's staff to focus on organizing in animation, visual effects (VFX), and gaming.

Prior to 2020, motion picture and television production grew at an unprecedented pace, fueled

by new streaming services and seemingly endless consumer desire for content. Throughout the past four years, the Alliance has focused on organizing the unorganized while improving wages and working conditions for IA workers in each round of our major collective bargaining agreement negotiations. As always, we have continued our efforts to plan for future contract negotiations with groundwork, planning, and preparation.

The catastrophic consequences of the COVID-19 pandemic were unimaginable a short time ago. As mentioned elsewhere in this report, the pandemic led to a rapid global shutdown in every sense. By mid-March of last year, motion picture and television productions across North America abruptly went on hiatus to address the alarming spread and severity of the disease.

The Motion Picture and Television Department, led by Vice President Miller with Assistant Department Directors Mahoney and Holtgrewe immediately began negotiating pay plans for workers left sidelined by these extraordinary circumstances. At my direction, the IA's staff focused on securing the most beneficial pay and fringe benefit relief that they could from each of the studios. The studios, recognizing the importance of our shared community, eventually agreed to pay up to eight weeks of wages and benefits for their respective workforces. However, it soon became apparent that—having been declared a global pandemic by the World Health Organization—COVID-19 would not be a simple, brief hiatus of a few weeks or months. This assistance, while beneficial initially would not sustain the Alliance's workers indefinitely.

Consequently, an immediate goal became clear. The IA sought to ensure that members would retain health insurance coverage for as long as possible. Fortunately, after years of prioritizing the well-being of the IA's affiliated benefit plans during collective bargaining negotiations, months of reserves in those plans offered optimism. However, the volume of those reserves was not infinite. Lacking a sense of how long IATSE workers would remain at reduced levels of employment, we acted prudently. As the pandemic continued to stifle our work, allocations of these funds involved difficult negotiations with our employers. Practically week-by-week we worked on actuarial formulas to assess ways to maintain plan members' insurance coverage while protecting the long-term financial security of our benefit plans.

As these negotiations were ongoing and we worked to retain healthcare at pre-pandemic levels, we once again began planning for the next steps. Our attention

turned to securing better conditions for our members, insisting upon safe work environments, and preparing for our return to work. The IATSE and other motion picture and television unions and guilds—the Directors Guild of America (DGA), Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA), Teamsters and Hollywood Basic Craft unions joined together to develop stringent safety proposals that would best allow personnel to return to work safely. This historic partnership provided a united effort to negotiate with our employers at an exceptional time when we needed to align our priorities and utilize our shared strength.

The first iteration of what would become the eventual return-to-work (“Return to Work”) safety protocols for the motion picture and television industry soon began to take shape. Discussions of what eventually would emerge as a Return to Work Agreement for industry members involved IATSE Safety Committee head and Local 80 member Kent Jorgensen as Co-chair of the Industry-Wide Labor Management Safety Committee Task Force. Furthering these efforts, governors in New York and California required a plan from employers, unions, and guilds that would detail a safe return to work. On a tight deadline, the committee created, “The White Paper,” which included an essential list of safety guidelines that employers would follow. This paper was widely adopted as an early standard for returning to work in the production industries. Alongside this endeavor, our fellow stakeholders, other unions, and guilds enlisted epidemiologists—as did the International—and experts to put science, skill, and expertise at the forefront of our efforts. A zone system with various levels of COVID-19 testing emerged along with other important details. A “Safe Way Forward” document materialized, which formed the basis for our coming negotiations with the Alliance of Motion Picture and Television Producers (AMPTP), the entertainment industry’s most prominent employer collective bargaining representative.

Over the course of four months, the unions, guilds, and employers negotiated over detailed safety requirements and financial compensation for covered employees. These negotiations yielded significant provisions, including sick leave pay, testing compensation, quarantine pay, zone definitions, craft-specific safety guidelines, and much more. The resulting Return to Work Agreement was concluded in late September of 2020 and the motion picture and television industry became the workforce with some of the most stringent safety protocols across North America. This COVID-19-specific amendment to Alliance-covered workers under industry collective

bargaining agreements remained in place until April 30, 2021.

In April 2021, the IATSE and our coalition of unions agreed to an extension of the Return to Work Agreement until the end of June this year. The distribution, effectiveness, and increasing availability of COVID-19 vaccines required an extension of the Return to Work Agreement. However, we recognized that changes would be necessary as more of the motion picture and television production industry workforce became vaccinated. COVID-19 sick leave days were replenished. Anyone who used them was eligible for an additional 10 days. Those sick leave days remain available until December 10, 2021. Symptoms related to a COVID-19 vaccine and appointments to get vaccinated were included in the list of eligible events to access sick leave days.

Following the conclusion of the original Return to Work negotiations, we met with the Association of Independent Commercial Producers (AICP) to set standards for commercial productions. In the end—after substantial discussions and meetings—AICP protocols began to resemble the existing Return to Work Agreement. Where there had been little to no COVID-19 testing, by December 15, 2020, employees working on AICP-covered commercial productions had pre-employment testing, regular testing for crew members, and corresponding compensation for such testing. Sick leave and quarantine payments were also agreed upon. Elements of the White Paper were incorporated. Finally, AICP commercial industry employers standardized safety protocols to guide their productions.

Prior to the expiration of the Return to Work Agreement extension, the involved parties once again met virtually with the AMPTP. In advance of these meetings, the IA along with the DGA, SAG-AFTRA, Teamsters and Basic Crafts consulted with epidemiologists and infectious disease specialists to craft proposals that considered questions surrounding vaccinated crew members and potential hazards on the horizon. Most notably, COVID-19 variants that could potentially limit the protections offered by obtainable vaccines were at the forefront of these considerations. After multiple days of bargaining, we had not yet reached an agreement. These discussions were especially important and exigent given the expiration of the renewed terms. While the ongoing evolution of the COVID-19 crisis continued, we declined to disregard the emphasis that must be placed on the safety and security of our members and their families. To that end, it was determined that the

completion of the Return to Work Agreement was of utmost priority, ensuring the health and safety of the IATSE membership. Therefore, it was decided to extend the Basic Agreement negotiations and to use that time, working with the Joint Unions (DGA, SAG-AFTRA, Teamsters and Basic Crafts) to conclude an extension of the Return to Work Agreement through September 30, 2021.

Negotiations for a successor agreement to the 2018 Basic Agreement with the AMPTP began in May of 2021. The parties negotiated for four weeks in May and June. The IATSE and the AMPTP were scheduled to return to the bargaining table in early July of this year. As mentioned above, the Return to Work negotiations were happening concurrently. The parties agreed to use the time originally scheduled for Basic Agreement bargaining to conclude the Return to Work discussions. This strategy was successful as the Return to Work negotiations resulted in an extension agreement through September of 2021.

The negotiation dates for the Basic Agreement have been extended, with negotiations scheduled to resume after this Convention in August. It is agreed that, if we are able to recommend a final agreement to the membership, wage and benefit contribution increases will be retroactive to the expiration of the previous Basic Agreement.

We have used this time to engage with our members, build capacity, support, and solidarity around our key issues. The Alliance will continue to move our agenda forward. We welcome this opportunity for our members to continue with uninterrupted work as we continue the process. We trust that our bargaining partners will also make good use of this time to evaluate the issues important to IA workers and consider our priorities. It seems apparent that a simple conclusion will include fair wages; safe terms and conditions for Alliance workers; and suitable meal breaks and rest periods. These are all necessary and reasonable employment expectations. Further, well-funded, sustainable pension and health plans work to secure the safety and well-being of the IATSE workers and their families. We will continue building on our solidarity to achieve these goals.

Changes to business models had been transforming how consumers and the public observe episodic and feature film productions prior to 2020. Streaming services continued to gather subscribers. And the biggest media companies (as well as existing tech companies) launched streaming services in early 2020. During this time, major companies in this realm joined together and made prominent offerings to viewers with strong debuts. Subscriber membership soared. Some

entities continued to struggle, however, and others have lasted only a short time before folding. Over the past four years, streaming services continue to hold a dominant position in the media marketplace.

The growth of the film and television production industry (due in part to the expansion of viewing platforms) has resulted in more work for our members since the 68th Convention. In 2019, for example, the IA processed considerably more contracts than the same period in 2017. Contributions to the Motion Picture Industry Pension and Health Plans (MPIPHP, MPI or Plans) continued to trend upwards year after year. Until the COVID-19 pandemic halted virtually all forms of production, 2020 was on track to become a record-breaking year. The significant growth of work in the motion picture and television industry leading up to this recent period has helped workers look to a brighter future with optimism. Through the Alliance's efforts, we have helped countless workers endure this unprecedented pandemic.

The Motion Picture and Television Department has negotiated all major term motion picture agreements held by the International since 68th Convention at least once (twice in some instances). Negotiations commenced for the Producer-IATSE Basic Agreement and the Videotape Supplemental Basic Agreement in March of 2018. Beginning a year earlier, meetings of the heads of the affected local unions were held regularly to develop our collective proposals and priorities. As we have recently done during each round of negotiations, I engaged the services of outside pension and health care actuaries to provide their expertise concerning the development of proposals to ensure that the welfare benefit and pension plans will continue to serve our members. The Alliance's priorities at this time were ambitious: maintain industry standard yearly wage increases; continue to protect the MPIPHP health plan and retirees' benefits; improve new media terms and conditions; and address important safety and quality-of-life issues (most importantly—expand rest periods). Initial weeks of bargaining were dedicated specifically to local union issues. Each of the West Coast Studio Locals and their committees negotiated on behalf of their respective crafts. Several days after general negotiations began, it became apparent that the employers were unwilling to address the Alliance's core issues thoughtfully and negotiations broke off for the first time. Additional negotiation dates were scheduled for June 2018.

When the parties reconvened, we continued to make headway but again were unable to come to consensus. At that time, it became apparent that in

order to secure the best deal possible, we would need to negotiate against the backdrop of the upcoming contract expiration date on July 31, 2018. At the end of July, with the expiration of the Basic Agreement looming, the IA's bargaining committee and the AMPTP were able to find a pathway to a deal. In the end, during early morning hours, after a 20-hour marathon negotiating session, the employers made significant movement towards our proposals. With meaningful gains for IA workers and no significant concessions, a new collective bargaining agreement came into focus.

In addition to annual wage increases in each year of the Agreement, we successfully protected the healthcare and pensions of our retirees (including 13th and 14th checks issued to those who retired prior to August 2009). We secured additional hourly benefit contribution increases, ensuring the future strength of the MPI Plans. Some companies (including independent producers that generate content for streaming services) agreed to contribute an additional \$0.75 per hour in each year of the renewed agreement. Meanwhile, companies that have paid residuals in excess of 15 million dollars, agreed to contribute an additional \$0.40 per hour over the term of the agreement. On-call employees saw their benefit contributions increase for work on 6th and 7th days, helping those members and strengthening the Health Plan. There were no increased costs, premiums, deductibles or eligibility requirements in the Health Plan and no reduction in covered-employees' benefits.

The increases in benefit contributions were estimated to be worth more than 153 million dollars and paid fully by the employers. It is important to note that the employers argued that no increase to the hourly benefit contributions was needed. The Alliance was steadfast. The extra reserves in the health plan remain available to help us weather the good and bad. This vision became ever more important when COVID-19 was declared a global pandemic by the World Health Organization in March of 2020. As mentioned above, months of reserves funded relief measures so that participating members could maintain their healthcare coverage; retirees would receive their additional 13th and 14th annual checks; and the 10 percent pension increase would once again be triggered.

There were other, important improvements. The New Media Sideletter was fortified in a number of ways. High budget new media features are now produced under all Basic Agreement terms and conditions for theatrical releases. Those projects, when shown theatrically, generate additional funding for our MPI pension plan. We were also the first entertainment

union to establish wages, terms, and conditions for mid-budget dramatic streaming programming. Previously, all these terms were freely negotiable. Residual contributions to the MPIPFP grew in each year of the new Agreement. While traditional Supplemental Markets and Post 60's contributions fell, new media residuals grew in each year of the Agreement from 81 million dollars in 2017 to 216 million dollars in 2020. These increases noticeably off-set the other areas and resulted in almost 500 million dollars in residual contributions into the Plans in 2020.

For the first time in decades, rest periods were expanded by one or two hours for most IATSE crew members. This was a watershed moment. I am proud to have led the bargaining committee during these momentous negotiations. There is still work to do in this area, but we are confident that progress will continue.

Also, after a long workday, courtesy housing or transportation is required when requested by a crew member. The phrase "rides and rooms" was frequently discussed and ultimately became an important addition to blunt the impacts of long workdays. The renewed provisions require an employer to provide crew members—who are too exhausted to safely drive themselves home after a long work day—with either a hotel room or a ride home (and a ride back to work the next day). These requirements have stemmed the length of workdays and offered significant improvements for IA workers.

Contributions to the Contract Services Administration Trust Fund (CSATF) were increased which helped subsidize 33 percent increases in stipend payments for safety training through CSATF. When a covered employee advocates for the safety of another, they are protected via the grievance and arbitration provisions of the Agreement.

In accordance with the IATSE Constitution, a memorandum of agreement outlining these terms was transmitted to the West Coast Studio Locals membership for ratification. In short order, the 2018 Basic Agreement was overwhelmingly endorsed and ratified. The hard work and solidarity of our collective bargaining committee paid off.

In August 2018, the multiemployer Area Standards Agreement (ASA) was also renegotiated. Leaders of the participating Locals served as bargaining committee members. Goals for these negotiations included improving the yearly wage increases; increasing health benefit contributions; further developing contractual rest periods; and enhancing new media provisions. Through negotiations, the Alliance achieved its major

priorities. We achieved yearly wage increases and benefit contributions increased by 13 dollars per day over the life of the new contract. Importantly, the rest periods and improvements for new media productions mirror those set forth in the Basic Agreement. To adjust for inflation, the living allowance increased during the term of the new contract. The number of idle days allowed per week was clarified. Additionally, new ASA language now protects employees if they report a dangerous situation at work. It should be noted that the solidarity of studio mechanics' local unions that participated in the bargaining committee helped provide stability for the industry across the US. I am honored to have improved the working conditions, benefits, and wages for members working within the jurisdiction of the Area Standards Agreement.

Following negotiations with the AMPTP and studio mechanics, I assigned a bargaining committee (consisting of representatives from Locals around the US) to participate in negotiations concerning pay television (Pay TV). In December 2018, we made some important improvements to the contract covering this work, including episodic series for HBO, Showtime, and STARZ. The collective bargaining agreement covering Pay TV now has a 12-hour daily turnaround, which applies after a seven-day workweek. This was the first national agreement with such a provision. Rides and rooms are provided upon request after any 14-hour day. The penalties for invasion of rest after such long days now apply on pilot episodes. Distant hires are now paid significantly more for unworked 6th and 7th days (four hours of wages and eight hours of benefit contributions replace a flat amount of 60 dollars per day). Unworked holiday pay was expanded. The Pay TV agreement now has the strongest, most-inclusive non-discrimination language of any of our national agreements in the US.

In the summer of 2019, we met with HBO to renegotiate the Alliance's mini-series and long-form agreement. As we had already negotiated working conditions and yearly wage and benefit increases in the Pay TV agreement, we had one main goal for these negotiations: establishing appropriate wages for high budget mini-series. Originally, the long-form rates were designed for low-budget TV mini-series of the 1980s (a trend at that time). However, with the evolution of mini-series into high-budget productions (often now involving prominent talent) these lower rates are no longer appropriate. We succeeded in correcting this problem. Wages for HBO limited series have now increased to first-year television series' rates.

The 2020-2022 Theatrical Low Budget Agreement (LBA) was renegotiated in November 2019.

Negotiations were held at the new West Coast Office. Our goals included wage increases, including significant increases for certain classifications (to correct a long-standing disparity); improving working conditions; and increasing National Benefit Funds contributions for covered workers. We succeeded on all fronts. Wages increased in each year of the renewed LBA. By addressing the LBA employers in these negotiations with our collective goals, workers employed at the ultra-low budget tier received a 25 percent increase in their minimum standards. Hair stylists and makeup artists finally have wage parity at the higher rate of their respective positions. Finally, those who are subject to individual negotiations in tiers one, two, and three now have a minimum floor set at the third rate. Some improvements led to greater pay, as well. We successfully eliminated the four-hour prep and wrap minimum (now all days shall be paid at a minimum of eight hours).

LBA working conditions were strengthened to provide more rest and safety provisions for crew members. Between a fifth and non-consecutive sixth day, 32 hours of rest is now required. Like the Pay TV agreement, after a seven-day work week, employers must provide at least 12 hours of rest. Additionally, rides and rooms are now required for those covered personnel who request them after 14 hours of work. We improved LBA provisions regarding meals and cancelled calls. A safety hotline number is now required on all call sheets. Importantly, we have also significantly amended the anti-discrimination language contained in the Agreement. We agreed to adjust costs concerning inflation and rising healthcare expenses. This renewed LBA continues improving the quality of life of our covered workers, which will continue in future negotiations.

Since the 68th Convention, we have also negotiated a collective bargaining agreement with the Association of Independent Commercial Producers. After I assigned representatives from Locals around the country, and officers of the IA, the bargaining parties met in New York to negotiate a successor contract. Our agreement with the AICP was renewed for a 3-year term. Our workforce overall receives wage increases in each year of the contract. Importantly, however, some classifications (script supervisors and costume designers) saw outsized wage increases—up to 21 percent—in the first year of the renewal agreement. These gains will offer parity and align individuals in these crafts with other department heads. This helps to correct a long-standing economic disparity. This was an important goal in these negotiations, and we succeeded. As in other contract negotiations, we have also reached

agreement on sound, non-discrimination provisions. Further, quality-of-life issues were front and center. By instituting greater overtime pay for long workdays, expanding the rest period to 10 hours for both work in a studio zone and on overnight location, and increasing employer amounts owed for first and second meal penalties, I am optimistic that lengthy and unhealthy workdays will be further disincentivized.

Horizon Alternative's low budget non-dramatic term contract was amended so that reality television shows with the company are now covered under appropriate major studio agreements. For a significant portion of crew members, this meant a wage increase of more than 10 dollars an hour. For other Horizon Alternative productions, we achieved outsized wage increases ranging from five to over eight percent) in each year of the contract. This pattern was practically replicated in negotiations covering FremantleMedia's low budget non-dramatic productions.

As with all workers within the Alliance's historic reach, organizing continues to be the lifeblood of our efforts. I continue to believe that without strong union representation on set, livelihoods of workers in the motion picture and television industry may suffer. We must always be organizing. Over the past four years we have remained active in this regard on multiple fronts; even in spite of the COVID-19 pandemic. Representatives of the IATSE have heard the interests of unrepresented workers and collected union authorization cards on low budget feature productions. We have identified—on only a few hours' notice—non-union commercial productions with workers anxious to join us and secure the wages and benefits they deserve. Persistent internal organizing is necessary. Our contract negotiations, for example, have ensured that our jurisdiction extends to technicians and employees who share a common bond with our members. Together, we rise.

Of special note, since the 68th Convention, we have assisted the organizing efforts of script coordinators and writers room assistants in California. Consequently, this has introduced over 900 new members in Los Angeles to the IATSE. The IA's Motion Picture and Television Production Department offered aid and guidance to Local 871, which led this significant campaign. These workers banded together. They objected to low pay, poor hours, meager working conditions, and nominal fringe benefits. Yet, this group came together, and the employers recognized the IATSE as their collective bargaining representative. Now they enjoy working conditions that set a minimum standard that cannot be lowered, health benefits, and standardized wage rates. As we expand and represent more entertainment

industry workers, we may intensify our influence, and better the lives of even more workers.

The International continues the work of organizing in animation, visual effects, gaming, and several other areas of motion picture and television production. As our industries continue to evolve at a breathtaking pace, technologies will continue to emerge. The workers behind those advancements deserve Union representation. Employer subcontracting (in part due to the advent of technology) should not be used to dilute the Union density among our traditionally represented crafts. This should not happen on set, in pre-production, or in post-production. As the use of innovative technological tools becomes more prevalent and continues to influence traditional production methods, we must organize. We must continue to educate and train our members and educate one another. Our strength and power stem from the work of our members who create world-class content. We must remain vigilant about the value of this work and the possibilities that subcontracting and emerging technologies might have on our bargaining positions in the future.

As of this Report, the bargaining committees for the Basic Agreement and the Area Standards Agreement are conducting significant work toward renewal agreements. These respective contracts were originally set to expire on July 31, 2021. By mutual agreement, in order to continue the challenging negotiations, the parties have mutually agreed to extend these agreements through September 10, 2021. The Videotape Agreement expires a few months later on September 30, 2021, which is being negotiated concurrently with the Basic Agreement. As has previously been reported, preparation for successor contracts begins years before the actual negotiating takes place. In this case, officials of 13 West Coast IA Locals met regularly for months before bargaining began. There is no doubt that the pandemic has impacted the production industry in many ways. However, by focusing on our priorities—those that affect all of us—we will share a common vision. We must stand together lest the employers divide us. The fringe benefits that IATSE members enjoy must be maintained. We cannot allow the employers to use the pandemic as an excuse to diminish our healthcare, cut our pensions, or dilute our hard-fought working conditions. While I am hopeful that August 2021 will look quite different than August 2020, we must continue to build upon the gains we have made in the past and set the table for the future.

As we continue negotiations for the Basic Agreement, soon to be followed by the Area Standards

Agreement, I firmly believe there has never been a better time to be part of this enduring industry. As mentioned above, with motion picture, television, streaming and commercial work now surpassing pre-pandemic levels, we will persevere, and I am optimistic that together we will thrive. Opportunities for work have expanded. The Alliance has welcomed more diverse members. We are privileged to welcome new and energizing voices. Our power comes from our collective unity. We have shown that by banding together, this Alliance will stand up to virtually any challenge.

COMMUNICATIONS DEPARTMENT

This 69th Convention marks ten years since the Communications Department was established in 2011. Since then, the Department has been on a consistent path of expansion in terms of size, capabilities, and impact. I am pleased to report that the Communications Department continued to deliver and amplify the message of the IATSE through the use of new digital tools, data-driven strategies, and constant collaboration with other departments, committees, and other unions.

The digital communications craft moves quickly, and the Department's team saw a number of personnel changes since the 68th Quadrennial Convention four years ago. Shortly after that meeting, Communications Department Director Emily Tao left her position at the IATSE in January 2018, after six and a half years. The Department added Matthew Cain as Communications Coordinator in September 2017, and he was made Director in January 2018. Jonas Loeb was hired as Communications Coordinator in June 2018, and he became the third Director of Communications for the International in July 2019.

Shortly afterwards, the Department welcomed Steven Chaussee as a Senior Communications Coordinator in August 2019. Steven came to the Alliance as a Senior Communications Coordinator with experience working in Communications for the Service Employees International Union in Minnesota and the Sheet Metal Workers International Association Local 28 and has a political science degree. The Department also welcomed Megan Greene as a Communications Outreach Coordinator in February 2020. With a background in Journalism, Megan was selected for her experience in feature writing and media relations, and she has proven to be a great fit for the IATSE's social media platforms and the Official Bulletin. With a team of three in place for the first time in the Department's history, it can go beyond providing engaging and helpful content on a daily basis, expanding its capabilities and providing unprecedented support for our local unions.

Through all these personnel changes, the never-ending refinement of the digital and non-digital communications programs remained constant. The advancement of digital technology in the last four years has allowed the Communications Department to use new mediums to reach members wherever they may be. The Department's capabilities have expanded to include email, social media, SMS (short message service) text messaging, press relations, website(s), and print (the Official Bulletin). In addition to having more ways of getting the IATSE's message out into the world, by ensuring these tools are integrated with one another, the Department was able to create a cycle of engagement that is effective, repeatable, and scalable.

The Email program remains central to the strategy of the Communications Department, and it endures as one of the most reliable ways to reach the membership and the local unions. The Department has sent hundreds, if not thousands of emails to Alliance members and Local Officers using an innovative email dispatch network from mid-2017 to 2021, "open" rates and "clickthrough" rates for these messages consistently outperform digital marketing benchmarks. These emails covered a range of topics, including mental health resources, election information, educational opportunities, important statements, as well as calls for member-submitted content for the official social media platforms.

In addition to being a tool for sending informative broadcast emails, Action Network allows the Department to quickly craft and distribute online events, petitions, letters, and other online actions. These online actions have demonstrated themselves to be useful for exerting pressure on employers or legislators in multiple instances. The action-based approach allowed the Communications Department to engage the broader entertainment and labor communities through the new IATSE advocacy email list. When someone takes an IATSE-sponsored online action through our email network, they may also opt to receive updates from the IATSE in the future, allowing the Department to extend its reach beyond the IATSE membership. Through this strategy, the advocacy list has ballooned from just under 1800 in late 2017, to well-over 160,000 today.

The Communications Department continues to broadcast and amplify the Alliance's message effectively on social media and the official IA social media pages have seen impressive growth over the last four years. The active accounts under control of the Communications Department include the United States and Canadian Facebook pages, American and Canadian

Twitter accounts, a general Instagram account, and a new LinkedIn account. As more members and Local officers have adopted social media, more official and unofficial Facebook groups have sprung up, and the Department remains active in these groups to provide important information, answer questions, and conduct social listening.

The Communications Department constantly endeavors to keep up with emerging and innovative social media tactics and tools. In 2019, the Department shifted to a more data-driven approach where each post is measured for how engaging it is, allowing for the identification of popular content formats and topics. Through data analysis, it has been determined that posts referencing well known productions under IATSE contracts, observations pertaining to the everyday work lives of IATSE members, general pro-union and pro-worker messaging, and content providing support and representation for members in traditionally marginalized groups have had enduring popularity on the IATSE social media.

The Communications Department added broadcast SMS texting to its arsenal when it secured a third-party provider subscription in 2018 through the AFL-CIO. Mobile platforms allow text messages to be sent to and from our members, and allies can easily sign up for alerts. Statistics have shown that on average text messages are more likely to be viewed by recipients compared to emails, and texts are generally reserved for the most urgent and important of the Department's communications. For example, these methods have been used to text members a website to find their polling places and plan to vote, and another text was sent the following week asking if folks voted and providing information about the outcome of the election. The International also added peer-to-peer texting to its arsenal in 2020 to contact members during the COVID-19 crisis. With peer-to-peer texting, each text is sent by a person, but it allows for more natural two-way conversations. The Communications Department continued to research how this tool could be used in other campaigns, especially as the 2020 election approached.

Since late 2019, the Communications Department has increasingly been tasked with securing press placements and earned media. To this end, the Department began using Meltwater to monitor related news, manage press lists, and distribute press releases. Since the start of this program, the Department has distributed significant press releases covering a variety of announcements, campaigns, and developments. These releases have resulted in a variety of top

publications amplifying our message, including The New York Times, Wall Street Journal, and The Los Angeles Times. Additionally, our releases are regular topics of discussion in industry trade publications like The Hollywood Reporter and Variety. Public relations are an unmistakable component of digital organizing, and by shifting responsibility to the Communications Department, we can continue to incorporate media into comprehensive digital campaigns.

The Department developed a number of micro-websites in-house as part of various IATSE campaigns. In March 2020, it unveiled iatsecares.org, which offered a way for members to sign up to provide or receive mutual aid in the form of "Buddy System" calls, or errand deliveries. The website spent less than a week in development in-house, saving the International an estimated \$10,000-\$30,000. Serving as a hub for the IATSE CARES (Coronavirus Active Response and Engagement Service) mutual aid program, the site was visited by over 100,000 users in just three months. Additionally, in June 2020, the Department completed and launched vfxunion.org and rpgunion.org, which will be used in organizing visual effects (VFX) and game workers, respectively. These sites, developed in collaboration with organizer Tanya Mahn, are exemplary, and show how we can wield next-generation digital technology to support organizing.

I am pleased to announce the launch of the third version of the International's website, iatse.net, the first major update in nearly ten years. The new site, built in-house by the Communications Department, is a tremendous upgrade from the previous version, retaining and streamlining the most frequently visited pages from the previous website, while also allowing for new features like responsive mobile display, forms, embedded Action Network actions, automatic posting of website content to social media, and archive of posts sortable by date and committee, and more. The site is slated to be launched immediately after this Convention in early August.

In terms of content, the site reserves a page for each Department and Committee, giving each a place to display key resources, related news, leadership, and other content specific to their respective niches. A "take action" hub provides a place for members and allies to discover ways to support our movement online. The new version of the organize/join tab not only provides information on key protections the Union has won for members in the past, but it also gives users an opportunity to contact an organizer and initiate the process through an intake form, allowing the website to help generate new organizing leads.

In February 2020, the Communications Department assumed further involvement in collecting and curating content for the IATSE Official Bulletin in collaboration with General Secretary-Treasurer Wood. Though print as a communications medium had previously been outside the wheelhouse of the Department, the marriage of digital and print under one team yielded a number of synergies. After all, digital content that is made for social media or the website can be converted for use in the Official Bulletin, and vice versa. Additionally, the Communications team can identify the most engaging digital content through data analysis, and subsequently recommend that content for feature.

The Communications Department's collaborative relationship with the Political and Legislative Department has blossomed in the time since the last Convention. Beginning in 2019, the two departments began meeting weekly to discuss strategies. The Communications Department provided support and amplification to a number of political campaigns including advocacy for funding the National Endowment for the Arts, calling for legislators to allow the US federal government to reopen in January 2019 after it was shutdown, and most notably, advocating for COVID-19 stimulus policies that include and extend a lifeline for entertainment industry workers. In advocating for the legislative action to include entertainment workers and freelancers, the Department was able to facilitate the sending of over 100,000 letters to Congress through action network. At the time, this was the largest online action from the IATSE Communications Department by ten times over. Additionally, the Department assisted in the execution of membership polling, which continues to inform the Department's political messaging.

The Communications Department also provided support in organizing and contract negotiation campaigns spread across the various departments of the International. In Broadcast, this included amplifying the voices of workers when they attempted to negotiate their collective bargaining contracts in January 2018 and January 2020 respectively, fighting to ensure workers were granted benefits to weather the COVID-19 crisis, and equipping organizers with advanced digital tools and methods. In collaboration with the Stagecraft Department, the Communications Department created original video content and a petition in support of locked out Local 58 workers, strategically aimed attention toward media figures on social media, and sent emails driving recipients to sign a petition telling an employer to negotiate in good faith. With the Motion Picture and Television Production Department, the Communications Department posted in support of numerous strikes during organizing

campaigns and provided information to the press when employers' officials attempted to replace entire crew members for unionizing.

In an effort to show that all members are united by the unique qualities of their work and the strength of their union identity, the Communications Department began interviewing and telling the stories of IATSE members of all ranks. In the latter half of 2018, the Department introduced the #MemberMonday hashtag, where a powerful story would be featured once a month. However, during a significant part of the COVID-19 crisis of 2020, the program was accelerated substantially, with 41 member stories published from April to July 2020. Afterwards, stories were featured with a variety of themes and topics, including BIPOC stories, activist stories, and unemployment insurance advocacy stories.

Another key priority of the Communications Department is to bolster the capacity of the IATSE's local unions. In an effort to develop the skills of IATSE representatives and Local officers who run communications on behalf of their Locals, the Communications Department compiled a list of all such personnel at the Local level. This led to the creation of a new Facebook group "IATSE Communicators," which allows members to discuss best practices with their peers. Additionally, the Communications Department began offering office hours on a weekly basis. This allows Local personnel to train with and ask questions of the International's Communications Department on an individual basis. Similarly, the Department continues to train Locals on how to use email networks. This effort has trained over 18 Locals and Districts.

The Department continues to update the social media and communications guides which were originally introduced in 2015. Over the course of the last four years, the IATSE social media guide underwent two updates to reflect changes in interfaces and best practices on social media. Additionally, the social media guide was amended to include information on free tools the International uses to create and find content to post. In collaboration with the Education and Training Department, the Communications Department also developed and presented the first three iterations of the "Social Media for Union Action" training since the last Convention. The first was at the Education Department's inaugural "Communications for Union Action" course hosted in Atlanta, GA in January 2019, the second was at the Education Department's Leadership development week in Baltimore, MD during May 2019, and the third was during the virtual Young Workers Conference in 2020.

As the world becomes more digital, so too must our union and our campaigns. The internet provides unprecedented access to the labor force in our industry, to our members, and to the rest of the world. The tireless work of the Communications Department is helping lead the charge towards building a better union in the digital age. I encourage local unions and delegates of this Convention to connect with the Communications Department frequently to improve the ways we communicate with our members and get out our shared message.

EDUCATION AND TRAINING DEPARTMENT

As with all aspects of the Alliance, our education and training initiatives have confronted significant challenges surrounding the COVID-19 pandemic. We have nonetheless persevered. Before COVID-19 was declared a global pandemic in March 2020, our main areas of focus—union leadership development, craft skills and safety training, and outreach to next generation industry people—were at the forefront of IA education and training efforts. The pandemic curtailed our traditional in-person classes. However, the Alliance endured by offering enhanced online courses and learning opportunities in these key areas. We have enhanced our capacity to offer trainings in-person and in online live virtual formats. We have developed new connections with each other through these efforts. I am pleased to report as we stand here today that an enormous array of learning opportunities exist for, and have been offered to, Alliance members.

Our signature leadership training program for local union leaders, the IATSE Officer Institute 1.0, has been held every consecutive year since 2014. It continues to offer local union officials tools to give their IATSE workers the best possible representation. Regular additions of new instructors and refinements in content keep the courses current. Since the 68th Convention, the curriculum has placed added focus on strategic organizing and introductions to new methods of union communication. Since the Convention in 2017, 344 officers have graduated from this course. In total, nine-hundred, forty-seven IA members have graduated since the Officer Institute began in 2014. Six sessions of the course were held between the 68th Convention and the outbreak of COVID-19 in March of 2020. These were held in Orlando, FL; Nashville, TN; Atlanta, GA; Toronto, ON; San Francisco, CA; Minneapolis, MN; and Phoenix, AZ)

We have also continued to offer Officer Institute 2.0, which includes a range of in-depth classes. The advanced

training for secretary-treasurers offers information on the best practices foundational to the health of a local union. The training offers Local secretaries and treasurers details about the International Alliance's policies and procedures. In addition, instructors cover aspects of labor law along with practical considerations when dealing with minutes, books, records, finances, and government reports. Since the 68th Convention, 106 officers have graduated from this course, which has been offered in Atlanta, GA; Toronto, ON; and Houston, TX. Since the inception of this advanced training, 198 Local officers have graduated.

As a logical outgrowth of the information offered in Secretary-Treasurer Officer Institute 2.0, the IA has also launched a training to educate their local union trustees. The local union trustee training course describes the work of Local trustees and illustrates ways that Local trustees may support good financial practices, comply with applicable laws, and avoid typical problems. Attendees apply these principles and leave the training with valuable information about auditing the books and records of their Locals. Spots at the 2018 inaugural session in New York City were in high demand. The course has since been offered five more times—twice more in New York City, once in Los Angeles CA; Atlanta, GA; and Baltimore, MD, respectively. One hundred fifty-two local union trustees have completed this course.

As part of the Alliance's continued effort to emphasize the importance of new organizing, we continue to offer the Officer Institute 2.0 Organizing course. The Organizing 2.0 programming has taught valuable skills, but participants have routinely asked to learn more. We have addressed these requests. Relying on the clear and concrete input of Locals, the IA revamped the Organizing 2.0 curriculum, which includes added material on the anatomy of an organizing campaign. Importantly, the course presents examples of multiple organizing models developed by the leadership of the IATSE, which offer frameworks for almost any organizing campaign. The course was expanded to three days to allow added time for practical skills. There is no pre-requisite for this course, local union organizing leaders who have demonstrated the ability to move an organizing project forward in their Locals may attend. Meanwhile, Organizing 2.0 still emphasizes core components of any campaign: labor law, research, communications and preparing for employer anti-union activities. International Representatives also contribute to the class by mentoring attendees and guiding them toward effective organizing strategies. Since the last IATSE Convention in 2017, sessions have been offered in Detroit, MI; Columbus, OH; and

Houston, TX. Ninety-nine Local officials have attended this class. Since the Organizing 2.0 class began, one-hundred, eighty-three Local leaders have completed this course.

We have also developed a wide range of new, additional specialized Officer Institute courses—taught in one and two days. These have been developed by the Education and Training Department to address requests from local union leaders for more in-depth instruction on specific topics. These courses are designed to enhance the skills of local union officials. Some of them, as described below, were incorporated into the IA's comprehensive "Leadership Development Week," first launched in 2019. Participants were able to customize their training by choosing three topics a range of trainings presented over a week. While the pandemic curtailed plans for further Leadership Development Weeks in 2020, these courses have also been incorporated into virtual online webinars.

"Collective Bargaining" teaches tools and techniques for effective local union contract negotiations and the importance of advanced strategic planning. This program was offered in 2019 (as part of the IA's innovative Leadership Development Week) and again following the 2020 Mid-Winter General Executive Board Meeting in Dallas, TX. "Internal Organizing" focuses on the significance of building strong local unions. This two-day training offers step-by-step practices, considerations surrounding member engagement, and the value of a vision for local unions, among other issues. A "Labor Law" workshop is specially designed to introduce union members and labor leaders to the laws governing the operation of labor unions. It focuses both on relations with employers and internal union procedures. Attendees are offered practical perspectives surrounding day-to-day application of the law. Portions of this course were offered in a November 2020 virtual online webinar.

In "Communications for Union Action," Locals receive instruction on the significance of articulating and listening for effective messaging. Attendees explore tools for building a communications plan to engage and motivate people for action. This class was presented in Atlanta, GA in early 2019 and again as part of Leadership Development Week in the Spring of 2019. It was further incorporated, in part, into a 2020 virtual webinar on union communications. Another communications-focused course is titled, "Public Speaking and Telling Our Union Story." It offers details on authentic communications, ways to inspire others, and ways to express ideas to strengthen solidarity. This class was presented (as part of Leadership

Development Week in the Spring of 2019) and at the 2020 Mid-Winter General Executive Board Meeting. Again, it was adapted in 2020 for use as an IA public speaking virtual webinar.

Finally, "Respectful Local Unions/Respectful Workplaces" provided instruction and resources to help Local leaders set standards for safeguarding respectful workplaces and inclusive practices to better represent workers in our Locals. This course covered issues related to race, ethnicity, age, gender, religion, sexual orientation, disability, and other aspects of diversity in local unions and workplaces. The focus also included curtailing harmful behaviors and encouraging others to find safe ways to intervene.

As I described four years ago, training for our International staff remains a key component of our education programs. I personally, together with General Secretary-Treasurer Wood, take part in these sessions and connect with IA staff. Our 2020 annual training sessions were unfortunately suspended due to the COVID-19 pandemic. However, these important sessions—for the General Executive Board, International Representatives, and staff—were successfully held 2018, 2019, and 2021.

In 2018, our annual staff training focused on the financial well-being of local unions, including a presentation of existing secretary-treasurer curriculum and the IA's local union trustee training. Our staff effectively evaluated, refined, and honed the Local trustee training for the first time before it was presented to Local leaders. The staff also had an opportunity to engage in in-person Department planning sessions. The focus of the 2019 annual training included strategic organizing principles and best practices that build union power. Julie Farb, Director of Growth Strategies from the AFL-CIO, along with staff from the AFL-CIO Economic Power and Growth hub presented organizing tools and research approaches for strategic campaigns. Our communications staff and political/legislative staff also spoke about upcoming strategic initiatives. Our 2021 session took place in a virtual format. This training gave the staff important perspectives on understanding the historical, social, economic causes of racism and oppression in our society. The goal was to create deeper understating in these areas and recognize new ways to create ideas for opportunity. In taking part in this meeting over three days, I am proud to say that the IA leadership team took steps toward fulfilling the diversity, equity, and inclusion goals of the Alliance described elsewhere in this report. Under my leadership, these trainings have taught our International staff the importance of

growing our own skills, strengthening our collective vision, and enhancing the Alliance's capacity to serve Locals and members.

We have also continued to support the IA Districts by offering training sessions at IA District meetings. In 2018 and 2019, District Conventions generally occurred between May and September of each respective year. The Education and Training Department presented a training session at each of the Alliance's thirteen District conventions in both years.

In 2018, "Representing Workers in Respectful Workplaces," was taught by various instructors from The Actors Fund of America, and IATSE Local 891 trainer Natasha Tony, along with the IATSE Legal Department. These trainings emphasized the Alliance's shared vision that Union values require us to strive for diversity and inclusiveness in addition to obeying the law. Workers of all ages, gender identities, races, and creeds are part of our union and should feel respected at work. Consequently, the course provided instruction and resources to assist District attendees in representing workers in their respective Locals.

In 2019, The Actors Fund of America again provided instructors for our District meeting trainings titled, "Conflict Resolution Within Your Local Union". This skill-building workshop included self-assessment exercises designed to encourage participants to engage in reflection and identify certain interactive processes. The goal of the training was to strengthen participants' ability to communicate effectively in challenging situations.

In 2020, the onset of the COVID-19 pandemic prevented the Alliance from offering in-person District education meetings, however many online virtual meetings were conducted. In preparation for immensely consequential United States federal elections the Education and Training Department worked in concert with the Political Legislative Department to present a program titled, "Winning for Workers: 2020 IATSE Politics." The virtual presentation described the many ways that politics are important to workers. Districts received detailed information about the political resources the Alliance offers to Locals. Each education session included an election outlook specific to each geographic District and information for attendees to increase political participation, including information about the IATSE's Political Action Committee.

The past four years have presented critical moments of awareness about a range of issues—including respect and inclusion—addressed by these sessions. Throughout that time the Alliance has taken

advantage of the opportunity to offer instruction to our Districts about these important topics.

The Alliance has continued to use bi-annual meetings of the General Executive Board to offer education sessions with information on important topics requested by our affiliated local unions. At the 2018 Mid-Winter General Executive Board Meeting in Los Angeles, CA, programming covered "The Duty of Fair Representation in a Respectful IATSE Workplace." IATSE General Counsel Samantha Dulaney presented this session with Natasha Tony of Local 891. It was designed to assist attendees when dealing with workplace discrimination and harassment issues.

In 2018 at the Mid-Summer General Executive Board Meeting in New York, NY, a panel discussion facilitated by Yvonne Syphax titled "Political Engagement for 2018" instructed participants on their Locals' capacity for political and legislative engagement and action. Panelists included International Vice President Thom Davis, IATSE General Counsel Samantha Dulaney, IATSE Canadian Labour Congress Delegate Siobhan Vipond, Vincent Alvarez, President of the New York City Central Labor Council, members of the IATSE Political and Legislative Department and Local 631 President, Paul Cox.

The February 2019 General Executive Board meeting in Austin, TX offered "Training for Growth and Strength," an interactive session to assess the types of training needed to propel the IATSE's development in ways meaningful and relevant to local union leaders. Attendees welcomed Diane Thomas-Holladay of the University of Arkansas Labor Education Program as the facilitator, assisted by IATSE International Vice Presidents, Department Directors, and staff.

The Mid-Summer General Executive Board meeting of 2019 in Montreal, QC, included a training similar to others described in this Report entitled, "Standing Up & Stepping In: Promoting Respect in the Workplace." This interactive workshop aimed to empower pro-active solidarity and workplace respect was led by instructor Nina Fendel of the Alliance for Labor Standards Education and Training. The program addressed strategies to promote respect in the entertainment industry and to discourage harassment, discrimination, and bullying in the workplace.

At the most recent in-person meeting of the General Executive Board (before the onset of the COVID-19) in Dallas, TX during January 2020, Canadian counsel Ernie Schirru, of Koskie Minsky offered a presentation designed specifically for our Canadian brothers, sisters,

and kin—“The Nuts & Bolts of Being an IATSE Local: Duty of Fair Representation; Grievances; and Internal Trial Processes.” This session was an important tutorial on Canadian Labour Laws. Attendees from the United States were offered a presentation entitled, “The Impact of Elections on Labor Law, Unions, and Their Members,” presented by James Heinzman, of Schultheis & Panettieri, LLP. This session described significant changes with federal government agencies since the 2016 federal elections, and highlighting the consequences of those changes for unions and their members.

Despite the impact of the COVID-19 pandemic on our members and local unions (and the general public), the Alliance has continued to offer aid and support, including a full array of virtual education and training opportunities. The Alliance offered a series of online learning opportunities during 2020 and 2021. As described elsewhere above, many of our existing trainings were adapted for virtual learning and the Alliance effectively continued these virtual efforts through July 2021. Education sessions that were offered virtually since the declaration of a global pandemic in March 2020, included the following: two sessions of the popular “Impact of Elections on Labor Law, Unions, and Their Members;” the “IATSE Road Show (United States)—Why Unions Still Matter” featuring Diane Thomas Holladay of the University of Arkansas; the IATSE Road Show (for Canada in English)—Why Unions Matter” offered by Wayne Lewchuk of McMaster University; “The IATSE Road Show (for Canada, en Français)-Pourquoi Les Syndicats Sont Importants,” led by Thomas Collombat, Université du Québec en Outaouais; “Stress, Mental Health, Bullying and Hazard Awareness 8-hour Course for Local Leaders,” six sessions throughout 2020 by Dominic Housiaux of Lankey and Limey, LTD; “Planning a Safe Show? This is What You Need to Know—Part One” by IATSE Craft Advancement Program (ICAP) members Kent Jorgensen, Eddie Raymond, and Alan Rowe (this particular virtual event was hosted as a live webinar for over 900 attendees). The same event, “Planning a Safe Show? This is What You Need to Know—Part Two,” was repeated with two additional sessions in late 2020 featuring added ICAP panelists Joe Aldridge and Peter Donovan. Late last year and early in 2021, “Ergonomics for IATSE Workers” with Val Hunter, Providence St. Joseph Hospital in Burbank, CA. We have offered three sessions of “Mental Health & Suicide Prevention” at this critical time, featuring Lori Rubinstein of the Behind the Scenes charity and Taryn Longo, founder of Mastery Studio. In late 2020, we engaged Patrick Scott, Director of the AFL-CIO Organizing Institute to lead “Transactions

to Transformations-Building Strong IATSE Local Unions” and “Situational Leadership-Building Strong IATSE Local Unions.” Late last year and early in 2021, the Alliance also offered “Communications Cornerstones,” and “Leading Union Teams” featuring Trish Westwater, a labor educator familiar to many members of the Alliance.

In 2020 and 2021, we offered two sessions of “Best Practices for Local Union Secretary-Treasurers and Trustees” featuring General Secretary-Treasurer Wood and James Heinzman, of Schultheis and Panettieri, LLP. Two sessions of “Labor Law Basics for U.S. Locals” were also offered by James M. Cooney, instructor from Rutgers University. Also offered were “How to Develop A Craft Skills & Safety Training Program for Your Local” by ICAP members. “Mental Health Issues and the Union” by Terre Bridgham, Providence St. Joseph Medical Center, Family Service Agency of Burbank, CA.

We have offered, “Public Speaking: Telling Your Union Story” with Instructor Adam Wade and “Ladder Safety Basics for IATSE Workers;” with Alan Rowe and DeJon Ellis, Jr. and “Developing a Leadership Training Program in Your Local Union” by labor educator Diana Robinson affiliated with the City University of New York.

The Education and Training Department’s staff led “Passion and Pay Train the Trainer” and “Straight Talk About Gay Pride” together with the Chair of the IATSE Pride Committee, Nate Richmond. To further the efforts of our Green Committee, the IA presented, “IATSE Goes Green! Sustainable Tips for Workers in the Entertainment Industry” with Molly Braverman, the director of the Broadway Green Alliance and Zena Harris, president of Green Spark Group.

Notably, in connection with the IA’s Political/Legislative Department, we also presented pertinent information, in “The Pro Act: Build Back Better!” with Tyler McIntosh, IATSE Political/Legislative Director and Jacob White, IATSE West Coast Associate Counsel.

As part of our continuing efforts to promote safe workplaces, we have presented virtual trainings on “How to Read a Safety Data Sheet,” with Local USA829 member Beverly Miller and “Heat Illness Prevention” with Dr. Florinda Piano of the Providence St. Joseph Medical Center in Burbank, CA. We continued to offer mental health support and awareness during this critical time with, “Mental Health Toolbox Talks for IATSE Workers,” featuring Lori Rubinstein, Executive Director of Behind the Scenes; and “Building Mindful

Muscle Memory” with Reggie Hubbard of Active Peace Yoga. Most recently, our programming included a presentation on some of our most important rights as union members—“Weingarten Rights” featuring Jolene Kramer and Nina Fendel, attorneys with the Weinberg, Roger, and Rosenfeld law firm.

In addition to the virtual programs described above, our Education and Training Department has also coordinated with the IA Training Trust Fund to highlight the Trust Fund’s resources available to local unions. In total, the Alliance has offered upwards of 45 topic-specific virtual education and training events covering the various topics described above, despite the difficulties of the COVID-19 pandemic. These challenges, which were inconceivable to us merely two years ago, have not interrupted our robust and important education initiatives.

Even with webinars happening every month, local union leaders requested online education that would help fill the gap left by the postponement of in-person IATSE Officer Institute sessions. Beginning in December 2020, we offered such a course. The “Online Essentials of Union Leadership Series,” presented in partnership with the University of Wisconsin School for Workers, is a series of courses for currently serving local union officers, officials, and trustees designed as a virtual counterpart to the in-person IATSE Officer Institute. It offers tools to help attendees build solidarity in their local unions, effectively represent workers, and achieve long term goals. The University of Wisconsin School for Workers developed four week-long courses with IATSE-specific content designed to help local unions learn key components and considerations to build a strong foundation for their Locals. Don Taylor, Professor of University of Wisconsin School for Workers serves as the main instructor. These virtual classes have offered flexibility, allowing attendees to join at times that fit their own schedule and study at their own pace, for a total time of approximately six to eight hours over the course of a week. Components include “Foundations of Union Leadership,” (which includes segments on both US and Canadian Labor Law); “Leadership Theories and Leadership Styles,” “Strategic Planning;” and “Building Capacity in Your Local Union.” Between December 2020 and June 2021, over 440 members of the Alliance have taken advantage of one or more sessions of these important offerings.

In addition to direct education and training programs, our Labor Education Assistance Program (LEAP) continues to provide reimbursement for union leaders and officials who enroll in labor studies courses. As of June 1, 2021, Local leaders were reimbursed

for a total of \$110,933.58 in Canada and \$283,284.50 in the United States for a total of \$394,218.08 since the program began in the fall of 2009. Courses focusing on traditional labor union matters and other affinity groups, including women’s matters have been reimbursed. The IA will continue to offer support for this important program. Online courses are also eligible for reimbursement. I am glad that many IATSE leaders took advantage of the LEAP program to advance their studies during the COVID-19 pandemic. In one notable example, the IATSE worked with the City University of New York (CUNY) to offer a semester-long course, “Labor Law for the Arts and Entertainment” taught by Frank Moss of Spivak-Lipton, LLP. More than 60 IATSE Local leaders were able to participate in weeks of in-depth study.

As described above, the International continues to offer the IATSE Road Show, “Why Unions Matter,” to local unions in both the United States and Canada (in English and French). This traveling workshop explains how politics affects the labor movement while examining a brief history of organized labor. Attendees are offered information about the direct correlation between strong unions and strong economies. Over the past four years, the Road Show has offered countless IA members an appreciation of both the labor movement and their respective local unions’ role in it. We have educated countless members, their families, and friends on the viability of and need for strong unions. The Alliance has presented the Road Show sixteen times since the last Convention in the United States, and frequently in Canada.

In 2021, the Road Show was revised with the assistance of the IATSE Diversity, Equity, and Inclusion Committee, to ensure that the stories and faces of our diverse workforce are represented. The updated Road Show premiered online in May 2021. The Alliance will continue to offer the Road Show in-person (and on request). Meanwhile, virtual versions remain available.

The IATSE Education and Training Department, in collaboration with the IATSE Training Trust Fund’s LinkedIn learning partnership created a collection of online courses that explore current thinking and best practices on essential topics related to diversity, equity, and inclusion. Topics cover confrontation of bias; difficult conversations surrounding these issues; cultural competence; effective communication; and allyship. While these opportunities are not union-specific, they are all informative, valuable, and important to our collective strength. They have been vetted by the IATSE Education and Training

Department and offer relevant material to IATSE workers. The collection includes “Personal Growth & Professional Development” and “Creating Change.” These programs will help our members continue to expand their knowledge and understanding of these important topics at their own pace and the collection is updated regularly.

In accordance with our historical practice, the Alliance has continued to participate in the United States Institute for Theatre Technology (USITT) conference and tradeshow. This event did not occur in 2020 but occurred online in 2021 with the “2021 USITT Virtually Anywhere Conference,” which was presented live in March 2021. The Alliance sponsored a virtual booth, staffed by IA personnel. During this virtual event, the IATSE also presented a virtual education session directed at people planning to enter the entertainment industry and remains available on demand. While the virtual conference was quite different from past in-person USITT events in 2018 and 2019, the IA is hopeful that in March 2022 we will be back in-person with more education and outreach.

Also, annually, the Alliance continues to send representatives to the Event Safety Alliance’s annual safety summit. Before the COVID-19 pandemic, in-person summits were held at the Rock Lititz campus in Lititz, Pennsylvania in 2018 and 2019. In 2020, the summit was held virtually in December and included over a week of training on many important topics regarding safety, protection from hazards, and COVID-19 best practices.

At InfoComm—the largest professional audiovisual trade show in North America—the IATSE continued to present education sessions staffed with our representatives. In 2018 and 2019 members of the ICAP spoke on entertainment industry safety. In 2020, ICAP members offered a virtual session—described above—called “Planning a Safe Show: This is What You Need to Know.” This presentation included pertinent information on COVID-19 safety as workers returned to work. We look forward to the return of in-person InfoComm sessions where the IATSE will sponsor a panel in coordination with our Behind the Scenes mental health and suicide prevention initiative so that all in attendance can learn more about this important safety concern.

To reiterate, the members of the ICAP include Joe Aldridge, Local 720; Peter Donovan, Local 1; IATSE Safety Director Kent Jorgensen, Local 80; Sheila Pruden, Local 873; Eddie Raymond, Local 16; and ICAP Chairperson Alan Rowe, Local 728. This group deserves recognition. It works tirelessly as the

Alliance’s liaison to industry and safety organizations. The ICAP collaborates on standards that affect our work and offers advice widely throughout the entertainment industry. The ICAP offered material input as protocols emerged to address safely returning to work during the COVID-19 pandemic.

The Alliance has also created and distributed IATSE Steward Training, which is available to local unions. More than 70 Locals have requested resources on this topic to customize and use at their own Locals to train workers as shop stewards. Participating Locals have reported success. The training materials and presentation (which runs two to three hours long) is customizable to fit each Local’s needs. Versions are available for both US and Canadian Locals, and adaptable for online trainings.

In 2018, the IATSE renewed its agreement to coordinate with the Occupational Safety and Health Administration (OSHA) and USITT to extend our coalition that works to improve and protect the health and safety of workers in the entertainment industry. This important partnership ensures that entertainment industry work is considered and incorporated into health and safety regulations. It provides access to workplace safety information, guidance, and training. Coordinators from each of the participating groups maintain regular contact to monitor the coalition’s progress and results of the partnership. This group offers an opportunity to share significant information on workplace hazards, occupational safety laws, standards, and guidance resources (including the rights and responsibilities of workers and employers). The group has been instrumental over the past four years in distributing new safety information and resources available through OSHA. It has prompted our Locals and workers to participate in observances and campaigns to keep safety and training at the forefront of our activities. For example, even during the peak of the COVID-19 pandemic, on the “Workers’ Memorial Day” (in the U.S.) and the “National Day of Mourning/Moment of Silence” (in Canada), IA members paused in remembrance of those who have suffered or died at work and renewed our common vision of safe jobs all. Through this partnership we have also promoted the “Safe and Sound Campaign,” encouraging local unions to schedule classes, post safety reminders, and work with employers to schedule safety meetings or organize safety trainings. The IATSE has been a routine campaign sponsor and partner for this event, and the 2020 programming included presentations on mental health and COVID-19 safety.

As people increasingly turn to social media for information, we have continued to enlist the IATSE Communications Department to promote classes and maximize attendance; encourage use of the IATSE Safety Hotline; increase awareness of training resources; and increase awareness of safety and health issues. Due in part to our close relationship with OSHA over the last four years, we have been able to conduct hundreds of OSHA safety and health-related trainings. For the past three years, the IA has been well represented at OSHA's annual forum, a meeting which offers direct access to the agency. Overall, through our participation with this entertainment industry centered OSHA coalition, we have enhanced abilities to offer workers the most up-to-date and accurate safety information available in the US. Importantly, we also believe that OSHA personnel responsible for workplace safety better understand our industry and crafts.

We also remain focused on the Entertainment Technician Certification Program (ETCP). ETCP recognizes individuals who have demonstrated the highest levels of knowledge, skills, and abilities in specific entertainment technology disciplines. By providing a thorough, independent assessment of aptitude, ETCP strives to enhance safety, performance, and reduce workplace risk. Certifications issued by ETCP give due recognition to the professional skills of entertainment technicians.

The Alliance has also continued to partner with LinkedIn learning to provide members with a wide range of resources for continuing education available at their own pace. IATSE members and those working under IA agreements have free, unlimited access to the LinkedIn learning online library of high-quality instructional materials. They are designed for all levels of learners with courses taught by a wide variety of recognized experts. People may choose from over 16,400 expert online courses and tutorials covering a significant range of topics. These are accessible online or through any mobile device. Beginning in September 2018, administration of the IATSE LinkedIn learning partnership (which was formerly known as the Lynda.com partnership) fell under the province of the IATSE Training Trust Fund and since that time has assisted hundreds of Alliance members.

As mentioned, the Behind the Scenes (BTS) charity provides noteworthy assistance to entertainment workers facing serious illness or injury. Demand for BTS programming remains high. In 2019, in response to concerns about suicide risk and the prevalence of substance misuse within our industries, BTS began

work on a suicide prevention and emotional wellness initiative. At that time, the COVID-19 crisis was still inconceivable, but fortunately, the mental health resources developed in partnership with BTS remained available to the Alliance to safely navigate these trying times.

One of the first actions of the 2019 BTS "Suicide Prevention and Emotional Wellness Initiative" included a "Survey to Assist in the Development of a Mental Health and Suicide Prevention Initiative in the Entertainment Industry," which received an overwhelming response. Over 3,300 people within our industries completed the survey. The responses guided the work of this important initiative. In accordance with its goal, this initiative offers easily accessible education and resources to members of the entertainment technology industry. Importantly, the tools and training offered may help industry members in need of support. Resources for everyone, including employers and managers, may guide support for at-risk individuals and further the culture regarding mental health. From the beginning, the IA has been a primary stakeholder in developing this initiative, along with other prominent industry groups and subject matter experts. While there is always more work to do in this area, the results have been positive. Finding help when you are going through a difficult time can be overwhelming. The initiative seeks to provide links and tools with a simple, straightforward way for people to find assistance. Current resources available through the initiative cover a range of topics, including self-assessment tools, substance abuse support, counseling offerings specific to the entertainment industry, and an array of additional mental health resources. An extensive list of resource links is available on the Behind the Scenes website. Speakers from the initiative have presented webinars for the IA and spoken virtually at meetings of dozens of local unions. I applaud the work of BTS and our partnership with it and organization in their continuing effort to offer help to coworkers, friends, and loved ones.

Recently in 2021, the BTS Mental Health and Suicide Prevention Initiative announced a new resource for IATSE workers—"Mental Health First Aid"—a training course that gives workers the skills they need to reach out and provide initial help and support to someone who may be experiencing a crisis, or developing a mental health, or substance use problem. Similar training in Canada is available through the Actors Fund of Canada. The cost of both of these courses can be reimbursed upon successful completion by the IATSE Training Trust Fund.

Separately, Mental Health First Aid is an international training program created abroad over 20 years ago, which first came to the U.S. in 2008. It is now active in 24 countries around the world. The course offers skills to identify the signs of mental illness and substance use. Upon completion, individuals are issued certifications, which are valid for three years. IA workers have embraced this timely and important course. As of May 2021, Behind the Scenes reports that IATSE members accounted for 84 percent of the total number of their course attendees. One hundred, fifty-nine members of the Alliance from over 50 different Locals have attended this important training at this opportune moment.

As mentioned in my Report to the 68th Convention, our outreach initiatives to diverse entertainment industry workers of the future continue. With these efforts we seek to widen the gateway to our crafts. For the past eight years, the Alliance has partnered with The Roundabout Theatre Company on these efforts. In New York, we collaborate on two innovative programs that reach out to New York City's school population. As a participant in "Hidden Career Path Days" the IA contributes to programs designed to bring the skills of IA workers before high school students. We have continued to impart an appreciation for careers in technical theater. Furthering these efforts, in 2020, we hosted our first-ever Hidden Career Path Day for AV careers in conjunction with AVIXA.

As with many aspects of the Alliance's operations, the COVID-19 pandemic placed these events on hold for a period. However, in 2021 recorded presentations by IATSE workers were assembled for use in New York City public schools. These new resources will expand the reach of the program and remain useful to young people interested in live theatrical productions.

Similarly, the Theatrical Workforce Development Program (TWDP) remains a resource for young people with a passion and aptitude for technical theatre, preparing individuals to become entry-level IATSE theatre technicians. The three-year program begins with intensive training in all crafts and workforce readiness. Once the fellows narrow their focus to one or two crafts, they receive one-on-one mentoring with an IATSE member. This key component of the program provides support in locating and accessing industry resources, and helps students build their professional networks. Students continue their training by learning on the job and guidance from their mentors. We have taken many steps toward cultivating an appetite for careers among diverse young technicians. We are hopeful that by creating tangible pathways more of

these students may become IA members. Most TWDP fellows do not have a connection to the theatrical industry, and IA mentors offer a vital link for these aspiring theater technicians.

Aspiring young technicians interested in careers in the film and television industry are also embracing the opportunity to develop their skills through ReelWorks, a nonprofit organization supporting young people in New York City. In 2019, the IA and Local 52 partnered with ReelWorks, focusing on young people. The IA collaborated on this program, including recruitment. The program was piloted with Local 52. ReelWorks has offered a diverse group of young technicians a solid foundation on which to pursue careers in the growing film and television production industry.

The presentation mentioned above, "Passion and Pay: Why Unions Matter," includes a student outreach version targeted at high school and college-age students. This presentation is available for IATSE local unions to inform and enlighten their communities. It should be of particular interest for students who wish to pursue careers in the arts and entertainment industries. However, it offers information on the labor movement as a whole. An alternate version, "Passion and Pay: Why Unions Matter and Why You Should Join" serves as an organizing tool tailored for unrepresented workers. It is designed to help local unions communicate during organizing campaigns. Each presentation is easily customizable to meet each Local's precise needs. The flexible design, accompanied by a trainer's guide and instructional video webinar, has been adapted for both Canadian and U.S. Locals.

In addition to these well-developed outreach efforts aimed at students and young people interested in our industries, over the past four years the IA's Education and Training Department staff has been invited to address students at the university level about the wide array of behind-the-scenes careers available to young technicians.

Together I believe we have stimulated our success by delivering these active outreach, education, and training programs. Again, even during the unprecedented circumstances surrounding the COVID-19 pandemic the IA has worked to sustain hope, build unity, and offer our members important resources.

IATSE TRAINING TRUST FUND

Since its inception in 2011, the IATSE Entertainment and Exhibition Industries Training Trust Fund (Training Trust Fund or TTF) has been facilitating and supporting training for IATSE

members and those working in crafts represented by the IATSE. It is the mission of the IATSE Training Trust Fund to promote industry-wide recognized standards for safety, skills and craftsmanship in the entertainment and exhibition industries in several main ways—provide training that improves existing skills; develop new skills for workers; embrace technological change; focus on general safety measures among IA crafts; support training opportunities for all IATSE workers; and develop state-of-the-art training tools, resources and methods for wide distribution.

The Training Trust Fund sponsors courses and programs, financially supports group training offered by local unions (or those of participating employers), and provides reimbursement to workers who obtain pre-approved certifications or re-certifications such as the Entertainment Technician Certification Program (ETCP) certification. It also develops and distributes curricula and provides other resources and technical assistance. Through these efforts, I continue to believe that the TTF offers significant opportunities to build capacity for training at the Local level. Through its “Train the Trainer” and Occupational Safety and Health Administration “OSHA Training Institute” reimbursement programs, the TTF also helps Locals develop instructors of their own.

As 2020 began, there were already a wide variety of online programs and courses available to covered IATSE workers through the TTF. Those include (as mentioned elsewhere in this report): “LinkedIn Learning,” “TTF Safety First,” AVIXA (Audiovisual and Integrated Experience Association) memberships, and motion picture and television production online safety courses. When COVID-19 shuttered our industries and forced much of the IATSE’s workforce to remain sidelined, the TTF increased its focus on bringing IATSE workers additional distance learning training opportunities and resources. The TTF digitized some materials that were previously only offered in-person.

The TTF witnessed significant interest in available safety and skills programs. In addition, its commitment to continuing education and training continues to stimulate the addition of new programming. The TTF has also streamlined many of its application processes. The website was redesigned to make it more user-friendly. TTF staff were reassigned to handle increased online course applications, and the TTF created two new introductory videos. One describes the expansion of online and distance learning programs, along with several resource guides listing the TTF online courses and the free courses being offered by outside vendors.

The other offers an updated version of our full-length video. Both are available on the TTF website.

Notably, OSHA gave the TTF temporary permission to offer OSHA-10 (general safety environment) in a distance learning, video conferenced environment. The TTF immediately took action. To help Local trainers move their own instruction online, a series of new train the trainer workshops (delivered in online formats) were crafted. These workshops deal specifically with topics related to teaching in a distance learning environment. As mentioned, the TTF “Safety First” courses were popular with Locals and workers from their introduction in late 2017. The topics covered include “Introduction to Basic Entertainment Safety;” “Biological Hazards;” “Hazard Communication/Workplace Chemicals;” “Chemical Protection;” “Electrical Safety;” “Fall Prevention and Protection;” “Mobile Elevating Work;” “Scaffold Safety;” “Ergonomics;” “Noise Exposure;” “Confined Space/Small Space Awareness;” “Hand and Portable Power Tools;” “Compressed Gases;” “Rigging Safety;” “Welding and Cutting;” “Hazard Identification and Safety in the Work Environment;” “Wardrobe and Costume Department Safety;” and finally, “COVID-19 Recommended Guidelines for Preventing Exposure in the Workplace.”

These classes promote safe working conditions by providing information, tools, and resources to recognize potential hazards and minimize risks. Case studies from the various crafts are included, making the curriculum relevant across the IATSE workforce. Of special interest to IATSE workers was the course, “Hazard ID in the Work Environment,” which is made up of a main course that, once completed, unlocks access to 40 mini-courses and fact sheets on topics including asbestos, mold, chemical exposure to disease, standing water, hurricanes, and earthquakes. Participants may select the mini courses they are interested in from the menu, getting a custom-made training to fit their own workplace.

When COVID-19 began to affect us all, applications to online programs and course completions surged and the TTF experienced record numbers of program applications and course completions. For example, the TTF had 515 applications for LinkedIn Learning in the period from February 2, 2020, through March 15, 2020. It had 1,933 applications in the period from March 16, 2020, through April 26, 2020. That represents a 275% increase during a six-week period. In the spring of 2020, over 16,300 LinkedIn learning courses were commenced by TTF participants. That number signifies an increase of 191% from the previous six weeks. Over

97,000 videos were watched. In this period, there were also 1,433 applications to use the “Safety First” curriculum, a 471% increase from the 251 applications sent to the TTF in the prior six weeks. Participants who applied completed 1,703 courses in the weeks between March 16, 2020, and April 26, 2020. Also, in response to the current times, in June 2020 a new “Safety First” course titled—“COVID-19: Recommended Guidelines for Preventing Exposure in the Workplace” was added. The course is to provide workers with information and recommended practices to minimize the spread of COVID-19 upon returning to the workplace. Workers also learn about policies and procedures that decrease the risk of COVID-19 exposure when at work. This course was updated and slightly expanded in January 2021.

Overall, the reach and success of the Training Trust Fund continues to grow. In 2020 more than 39,542 workers were reached through TTF programming. This was the result of over thousands of courses and nearly 200,000 training hours. As of December 31, 2020 (since the TTF’s inception in 2011) almost 111,000 workers have taken advantage of the TTF’s offerings (with 201,683 courses and over 658,850 training hours). Over 766 people have completed various “Train the Trainer-Teaching Techniques” courses. Over 16,678 IATSE workers have enrolled in LinkedIn Learning subscriptions through our partnership. The TTF has reimbursed participants for over 950 industry certifications. As of May 18, 2021, the TTF had 1,159 active signatory employers (i.e., employers with current contracts requiring contributions to the TTF). Between 2018 and this report, 1,426 distinct employers have made contributions to the TTF, a significant number for this Fund, which was established a mere 10 years ago. The TTF has had more than 2,500 signatory employers since 2011. Even though contributions declined during the pandemic, the demand for TTF training was significant. In fact, the TTF expended more resources in 2020 than 2019. Expenditures totaled \$4,223,885 in 2019, and \$4,309,315 in 2020. The closing balance of the TTF account at the close of 2020 was \$8,760,733.69.

As mentioned above, the Training Trust Fund continues to reimburse workers who pass any of the ETCP certification tests. IATSE local unions must continually urge qualified members to take the test and get certified. Locals should also organize the ETCP-certified workers in their jurisdictions. We want the safest technicians to be IATSE technicians. As of the end of the first calendar quarter of 2021, the number of ETCP certifications is as follows. Total ETCP arena rigging technicians numbered 1,329

and IATSE-covered Arena Rigging numbered 820. Total theater rigging technicians numbered 882 and IATSE-covered theatre rigging numbered 409. Total entertainment electrician certifications were 732 and IATSE entertainment electrician numbered 533. Finally, there were 65 total portable power distribution certified technicians. The IA’s covered workforce included 40 portable power distribution technicians. Overall, out of 3,008 ETCP certifications issued, the IATSE represents 1,802 technicians.

I also remain convinced that IATSE workers need to learn all they can about emerging technology. The COVID-19 pandemic quickly accelerated that view. Advancements in audio visual (AV) technology and industry trends continue to emphasize the importance of developing education and training for our members. Through our long-term partnership with the Audiovisual and Integrated Experience Association (mentioned above as AVIXA), the Training Trust Fund has continued to grow in the AV industry. The TTF offers AV courses to IATSE workers in partnership with AVIXA. The Training Trust Fund currently offers free memberships. Course offerings—from short, basic videos to courses in networking and AV math are all online and ready for IATSE workers to learn.

However, for many of us, digital literacy and AV training must start with the basics. In early 2020, the IATSE Education and Training Department developed a basic computer literacy class based on the recognized needs of IATSE members and referrals. The Training Trust Fund now provides this course for local unions to offer to their own members. The class includes materials, guidelines, and protocols to conduct a step-by-step introduction to computer basics. After the class, students will be provided with a LinkedIn Learning list that will help them continue their education on their own and become more computer friendly. The materials begin with a train the trainer class for local union instructors that will enable them to teach basic computer skills to members and create a pathway towards computer literacy.

In addition to the computer literacy curriculum, the TTF has added a new distance-learning course in partnership with AVIXA: Networking Technology. Participants learn the basics of networking from an AV perspective, while gaining the tools they need to have a meaningful conversation with IT peers.

The TTF has also added two noteworthy collections to the LinkedIn Learning Platform. One is on self-care and titled as the “TTF Self Care Collection.” This collection includes courses such as “Mindful Meditations for Work and Life,” “Mindfulness Practice,”

“Managing Stress,” and many more. Most recently, the TTF developed a LinkedIn Learning collection for those needing to familiarize themselves with online digital meetings. It includes an original TTF-created video course and handouts on using these technologies as an operator or facilitator. Also in the collection are LinkedIn Learning courses that range from “Learning Zoom” and “Leading Effective and Engaging Calls” to “Live Streaming: Essential Skills” and “Microsoft Teams: Successful Meetings and Events.”

Over 16,678 people held IATSE LinkedIn Learning subscriptions through the TTF at year-end, 2020. They are able to take courses in the collection of digital and design topics, audio visual and computer courses, courses in various computer programs and software, leadership skills, self-care and mental health, and topics covering diversity and inclusion, among others. This is a valuable resource and all members are urged to take advantage of these courses.

Many Locals that have not utilized the resources of the TTF in the past have started to utilize resources most appropriate for their members and reached out to their membership to make them aware of various training opportunities. The Training Trust Fund will continue to cover these important programs as we rise to meet the challenges of our post-pandemic world.

BROADCAST DEPARTMENT

The IATSE Broadcast Department continues to support dozens of our local unions operating in this ever-changing area of the entertainment sector. As I reported to you at the 68th Quadrennial Convention, the IATSE has sustained its involvement in emerging broadcast markets through new organizing by securing significant benefits for broadcast workers.

In one notable example, the Alliance has consolidated the jurisdictional reach of its collective bargaining agreements covering technicians working for regional sports networks in the southwestern United States. We have continued to support more recently organized workers in Indiana by negotiating similar terms that seek to normalize conditions throughout the regional sports industry. These agreements have brought uniformity to these markets in the Southwest and Midwest while allowing for flexibility surrounding the unique work in each market. These contracts reflect the stability and maturity of IATSE contracts in the sports broadcasting industry.

However, the industry overall continues to evolve rapidly. Sales and mergers of regional sports networks over the past four years have caused notable industry

shifts. We have also witnessed continued advancements in automation and remote production capabilities. In addition to corporate and technological changes, as with virtually all sectors of the Alliance, the COVID-19 pandemic periodically halted sports broadcasting work during 2020 creating additional, unprecedented challenges.

I am proud to note that the Alliance’s Broadcast Department continues to respond to these changes and challenges. We have continued to focus on protecting and improving existing contracts, securing contracts covering new work, and expanding our jurisdiction. The Alliance continues to break new ground. Importantly, we have also responded to the challenge of the global COVID-19 pandemic by working to mitigate the risks of the virus for technicians returning to sports broadcasting work during the pandemic.

Amid these challenges, the Alliance has continued to represent technicians working for national, in addition to, regional broadcast sports networks. Golf Channel, in particular, remains a notable employer of our Broadcast members. The IATSE’s contract, which was the first new national sports contract in the industry in many years, has been renegotiated for successive cycles. The Alliance has worked to vigorously enforce the contract to ensure that all eligible workers may take advantage of their existing benefits, including health coverage, and offer these workers a more secure future. As was reported to the General Executive Board, the Alliance also overwhelmingly prevailed against a union decertification effort during the midst of recent contract negotiations with this employer. We responded by building solidarity among these technicians and rallying support of the Alliance and the sports broadcast community. During 2018, workers voted overwhelmingly to reject the Golf Channel’s contract offers and authorize a strike. I gave my approval and directed our staff and leaders to spare no expense in support of this strike. Representatives prepared crews in four different locations for picketing while our Broadcast Department worked tirelessly with the company’s leaders to settle the contract. When those efforts were unsuccessful, crew members walked off the job at three prominent golf tournaments. While the company continued to air broadcasts using non-Union labor and management personnel, those broadcasts were met with derision, highlighting the importance of our members to the success of the Golf Channel. I am proud to say that our broadcast technicians were widely supported by brothers, sisters, and kin from across IATSE and publicly backed by allies in other media industry unions.

After three weeks, the strike led to a final contract, which was overwhelmingly ratified by unit members. The new agreement secured important benefits and granted workers the respect they sought. Nonetheless, disputes endured under the renewed collective bargaining agreement and our Representatives have worked to establish a more manageable relationship with Golf Channel officials. I personally travelled to crewmember worksites to meet directly with technicians following their successful strike and correspond with company leadership.

After further contentious negotiations, an additional successor agreement was reached in early 2020 and subsequently ratified. However, shortly thereafter the COVID-19 pandemic shut down live sports events. Employees received payments for certain previously booked events during the shutdown, and the Alliance worked diligently to compel the company to establish a universal periodic testing protocol for this workforce. In connection with those efforts, the IA launched a significant media and publicity campaign to highlight the importance of COVID-19 testing for this travelling Golf Channel workforce. Ultimately, a comprehensive regular testing regime was implemented and paired with trained COVID-19 compliance officers at the company's events. The IA will continue to support these talented technicians and protect their well-deserved benefits in future contract negotiations, which are made more difficult by the changing nature of the golf broadcast landscape.

As mentioned above, during the past four years, the Alliance has successfully concluded new broadcast organizing, leading to fully ratified competitive collective bargaining agreements in several regions. In St. Paul, Minnesota, for example, the IA together with Local 745 successfully organized non-union work for a national broadcast network. Following years of stagnant wages and no fringe benefit contributions, the leadership of the Local, with IA assistance, conducted a successful campaign to cover broadcast work at St. Paul's Xcel Energy Center on national hockey broadcasts. While another AFL-CIO affiliate first claimed jurisdiction, I directed our staff spare no expense in defending our claim to this work. Having resolved that issue in our favor, the Alliance subsequently won a National Labor Relations Board (NLRB) representation election. After protracted negotiations, we achieved a contract covering this work. Technicians have now received important contractual protections, the first wage increases in years, plus health and retirement benefit contributions. Notably, these technicians in Minnesota received their first benefit contributions at a critical time during the peak of the COVID-19 shutdown.

Beginning in 2018, the Alliance also began a campaign to organize sports broadcast technicians working in South Florida. Many are veteran industry employees who were familiar with the IA and our broadcast contracts. Again, I instructed Broadcast Representatives to proceed with our full resources to demonstrate the advantages of joining the strength of the IATSE. Through ongoing communications and the assistance of a dedicated group of technicians from other regions of the United States, the majority of employees working in this area elected to move forward by seeking IATSE representation. The IA commenced NLRB proceedings and prevailed on all significant issues, ultimately winning an NLRB representation election and the right to negotiate with the main regional sports network in this market. However, the employer, in the midst of significant industry changes, initially refused to meet. Local employees nonetheless worked with our representatives to develop fair and competitive contract proposals to better secure their future. In early 2020, the regional employer transferred its bargaining obligation to a prominent successor employer (well-known to the IA). Despite significant setbacks surrounding the COVID-19 pandemic, the Alliance and Local crewmembers remained resolved. Negotiations took place remotely until a fair agreement was reached and ratified—a first for the sports broadcast technicians of South Florida. As noted elsewhere in my report to the Convention, having achieved their first contract, newly chartered Local 305 has been formed for these technicians and work remains underway to maintain unity in this group.

Elsewhere, we have successfully expanded contractual jurisdiction to include remote workers in Iowa and Indiana as well as technicians employed on travelling collegiate sports broadcast crews. The IA has also identified further opportunities to build solidarity and growth surrounding technological change in the sports broadcast industry. While technology brings near constant change, I am proud to say that the IA has recognized the importance of continued organizing surrounding new technology. We have dedicated significant attention to recapturing work that may be lost to the emerging use of remote production operations. With one prominent employer, work previously covered by IATSE contracts was at risk of shifting in recent years to centralized Multi Insertion Camera Remote (MICR) control room studios in Chicago. These control rooms, which provide central switching, mixing, graphics and capture playback services for event broadcasts, have become increasingly prevalent. Recognizing that employers may view these advances as opportunities to reduce wage rates below market standards, the Alliance has

collectively recognized the importance of assisting these workers in their efforts to organize. During 2018, our staff, aided by veteran technicians at the Chicago MICR studios of a prominent employer commenced a campaign to educate these workers on the value of their work and on the range of opportunities available to them in the sports broadcast community.

A majority of the technicians at the MICR studios were soon solidly behind the concept of a contract to cover their work and the IA petitioned for an NLRB election. Throughout the election period, management contested these technicians' right to organize. However, the unit voted overwhelmingly in favor of IATSE representation.

The MICR unit's bargaining committee soon developed their contract proposals and a draft contract. During negotiations beginning in the fall of 2018, it became apparent that management and its workers had a fundamentally different view of the value and nature of the work done at the studios. I again directed the Alliance to use all available resources at its disposal to accomplish a first contract for these workers. Ultimately, the work done in MICR control rooms is not fundamentally different from the same work done at a remote site and these technicians deserve dignity for the value they bring to sports broadcasts. By late 2019 and early 2020, the terms of an agreement took shape, which was ultimately ratified by this group. The contract has already changed the lives of many of the technicians working in these Chicago MICR studios. It includes health and retirement benefits, and wage increases over the life of the contract that will represent an increase of over 105 percent for some technicians. Perhaps the biggest changes for MICR studio technicians, however, have been the work rules and protections the contract sets forth. These technicians now have assurances of fair treatment at work and a mechanism for challenging management when they fail to live up to their obligations.

Meanwhile, the Alliance also successfully negotiated a successor contract to the remote production contract with this network for technicians working in the field. The successor contract provided continued increases in wages and benefit contributions, and improvements in travel conditions for technicians working in markets in the Midwest and on core travelling crews. At both the MICR control rooms and in the field, the network has introduced robust COVID-19 work protocols. And in the few instances where the enforcement of these protocols has fallen short, the IA and its broadcast Locals 745, 414, 317 and 762 have worked with the network to rectify shortcomings.

As mentioned previously, over the past four years, the Alliance has endeavored to build on its existing relationships and leverage those strengths into a more unified contract landscape for our broadcast members. However, during that period, proposals, announcement, and operational ownership changes of regional sports networks took place. Longstanding relationships were thrown into limbo. Expectations surrounding existing collective bargaining terms as the starting point for renewal negotiations were complicated during these changes. Rather than press heavily during an uncertain time to negotiate new contracts with long-standing regional sports networks, the Alliance elected to enter extension agreements with the expectation that unified contract expiration dates in multiple jurisdictions would generate more power and unity for members of our broadcast units, including those in some of the biggest markets in the United States. Nonetheless, those plans were even further complicated by business and regulatory changes surrounding a large number of regional sports networks. The transfer of those networks, which were held by a large multinational employer, were expected to invoke a frenzied bidding war. It turned out to be quite underwhelming. The networks were eventually sold to an investment group led by a prominent national media company for a price announced at just over half of the expected value of the regional sports networks. While these corporate maneuverings unfolded, the Alliance nonetheless negotiated further extensions covering our workers in several regions, which led to economic improvements to broadcast workers, addressed certain disagreements with employers, and clarified contract interpretations.

The group now holding many of the regional sports networks that air the events our members work on has enlisted at least one other corporate partner (familiar to the IA) to handle some certain tasks, like payrolling operations. During the introduction of this new arrangement and transition, the Alliance offered guidance and oversight concerning benefit contribution payments covering our workforces. With the valuable assistance of various local union leaders, the Alliance sought to ensure that no technician was fiscally harmed and that all contractual benefit payments were properly credited to each technician. We continue to inform these entities and organizations about the intricacies and importance of proper benefit contribution payments.

By the time previously negotiated contract extensions had expired, one prominent, major network (which was previously unified with other regional networks) appeared to be operating more independently. Technicians in other prominent markets also decided they would seek more significant contract changes and

were determined to forge ahead seeking longer term agreements. The Alliance fully supported those efforts and while the COVID-19 pandemic beginning in 2020 introduced new challenges (e.g., collective bargaining in a virtual format), new three-year agreements were reached covering work done in the Midwest for regional sports networks in those markets. This was also the IA's first experience of bargaining with entities under new ownership, as described by the corporate changeovers mentioned above. IA Locals in Minnesota and Wisconsin, working on regional sports broadcasts were well prepared for negotiations, and their preparation, with the IA's assistance, led to economic improvements and enhanced working conditions.

Similar to that success, the Alliance assisted Broadcast Locals in several other regions under a unified contract that adds stability and notable positive developments for the contract in place covering IA technicians in multiple jurisdictions. With the IA's assistance, our local unions recognized that we could achieve further gains for the broadcast technicians working in these markets. We developed a step-by-step plan to produce an agreement that would meet certain common needs of technicians working in all these markets and the unique needs of individuals in each respective market covered by this contract. Now that COVID-19 travel and gathering restrictions have been modified in many regions, negotiations, with these goals in mind, take place shortly in-person and in a virtual format. We are confident that the Alliance, together with our Broadcast Locals, will arrive at a final contract that protects our existing terms and addresses the new and emerging realities of live sports production.

When all sports broadcast productions ceased in March 2020, the majority of our signatory employers provided payments to technicians for work booked on cancelled events. One prominent employer responded by offering their technicians only a payment advance, to be paid back by taking back a significant portion of a typical technician's paycheck once production started again. The Alliance dedicated its resources and began a campaign to highlight this issue. Utilizing our social media, and print media outlets, we gathered the support of a broad coalition. Our bargaining partner took notice and ultimately stepped forward with an enhanced stipend for out-of-work technicians, including fringe benefit payments.

Meanwhile, a prominent national crewing contractor has begun new relationships across the United States. Again, the Alliance's existing relationships with this company have grown and

proved valuable in maintaining stability for thousands of workers. The Alliance was able to impress upon this company the responsibilities to its employees even at times when it seemed as though (particularly during the COVID-19 pandemic) their desired goals did not perfectly match with the needs of our members. By tempering the corporate tendency for overreach, we have been able to negotiate fair contracts. We will continue to recognize the continuing expectation that our contracts will protect the work of IATSE-represented broadcast technicians; maintain their health and safety while working; and, continue to enhance economic gains. Overall, together, we have recognized that a well-cultivated relationship with a prominent bargaining partner can provide ongoing benefits to members.

As I mentioned, like every other aspect of our industries, we have had to deal with the unprecedented cessation of work due to the COVID-19 pandemic and associated safety and employment concerns related to returning to work. On Wednesday, March 11, 2020, when a professional athlete tested positive for COVID-19, a chain of events unfolded resulting in the total shutdown of professional and collegiate sports production in the United States and Canada. Before this, while the industry had expected disruption to sports broadcast work due to the pandemic, we did not anticipate a rapid and total shutdown.

The Alliance nonetheless reacted quickly. We advised our local unions in various ways, including how to assist their members when registering for unemployment insurance benefits. Our staff reached out to employers to secure compensation for our members who had pending and previously booked work. These efforts were effective. The majority of employers of our broadcast units stepped up with an unprecedented response, paying technicians for work booked through May 2020 in some cases.

As the pandemic continued to impact the world of broadcast media, the Alliance turned its attention to restoring our broadcast technicians to work safely. Our Broadcast Department's staff began by researching the best general practices for creating safe work environments. We took those recommendations and sought to apply them to the unique requirements that arise for technicians working in live sports broadcasting. This resulted in a three-pronged approach, which consisted of: (i) development of a generalized but comprehensive plan for maintaining safe broadcast work environments, (ii) formulating an employee responsibility pledge so that all members of IA broadcast workforces recognized the importance

of safe practices at the workplace and outside; and (iii) a sick leave plan that could offer COVID-19 compromised employees financial benefits if they could not report to work. Under this framework, however, we staunchly opposed efforts by certain employers to shift safe workplace responsibilities solely to IA broadcast employees.

Many sports broadcast technicians finally returned to work in July 2020 when professional baseball ultimately opened its 2020 season. IA representatives monitored conditions in various markets in order to track compliance with workplace protocols and to resolve COVID-19 related issues that arose throughout the rest of the year. Our representatives, together with local technicians, tackled a range of issues from insisting on safe, proper facilities for meals and breaks to protecting the work of potentially marginalized crew members under the modified broadcast models that employers and rights holders adopted in order to minimize the number of technicians on-site. The Alliance overall worked to insist on an environment that allowed our broadcast technicians the support they needed while protecting their hard-earned economic conditions. Following the largely successful commencement of broadcast baseball work, the IA turned its attention to focus on safe work environments during the college football and basketball season. As professional basketball and hockey broadcasts returned to the home venues in our markets, we further expanded upon previous gains for technicians, including strengthened sick-pay agreements and normalizing the agreements with several employers, with the goal of industry-wide compensation agreements for broadcast technicians who were required to receive regular COVID-19 testing.

With the introduction and availability of COVID-19 vaccines in the United States, the Alliance remains hopeful for a return to something akin to normality in the sports broadcast world. We continue to work with employers to monitor vaccine mandates and ensure that necessitated vaccines are implemented fairly, and uniformly, and that the rights of technicians working under IATSE contracts are respected.

While the International Alliance has responded to many challenges surrounding the evolving broadcast industry over the past four years—including COVID-19—I am pleased with the diligent efforts of our local unions. Our Locals in the broadcast realm throughout the United States have cautiously guarded their contracts within their respective jurisdictions and increasingly asserted their voices with our bargaining employers. Increased training and communications

have strengthened unity in these Locals and given them more tools to succeed as their relationships with various employers evolve. While each Local operating on behalf of the IA's broadcast members faces unique conditions, many of our Locals encounter similar hurdles. With this in mind, I directed the Broadcast Department to convene a summit meeting in Chicago during 2019. Representatives of the Locals representing broadcast workers gathered, in part, to discuss common issues and learn from each other about improved ways of serving their respective members. Connections established at that summit have endured. Local leaders routinely share experiences and seek advice from each other on newly established channels of communication. The Alliance will continue to support similar meetings and events that will further serve our members in this realm.

For example, Local 100 in New York continues to serve its members in one of the world's most complex broadcast markets. The Local now includes traditional sports broadcast technicians in addition to personnel working on other live and taped events. In the San Francisco Bay Area, Local 119 has maintained and augmented some of the most unique and beneficial contracts covering local sports broadcasts. Local 317 in Indianapolis, which was chartered only a short time before the 68th IATSE Convention and joins us with delegates now, has grown its jurisdiction to cover events in neighboring Indiana cities. Local 762 in Chicago was instrumental in the successful organizing effort (and now administration of the first ever contract) covering employees working in centralized MICR control room facilities described above. Local 414 in Wisconsin continues to organize within its jurisdiction and played a significant role in successful contract negotiations with one of the largest regional sports network groups in the United States. Local 745 in Minnesota vigilantly continues with its determination that non-union live broadcasts should not take place in the Twin Cities. With every operator under contract in that region, the Local has also assisted with a significant push to do the same for members residing and working in Iowa. Local 487 in the Mid-Atlantic area has maintained the Alliance's stance with a group of regional sports networks. Local 748 in Arizona has continued to develop innovative contracts to cover certain events occurring within their territory. Texas's Local 796 protects and polices contracts across the vast Lone Star State. In the Pacific Northwest, Local 793 has gained significant wage and benefit increases in contracts covering technicians in the major cities of Seattle and Portland. In San Diego, California Local 795 has continued to protect its jurisdiction and found innovative ways to secure work for Southern California

members. In Los Angeles, representatives of various Locals have worked together with our representatives and the IA's West Coast Office to protect and enhance the benefits available to technicians working for broadcast employers throughout the region. As I reported four years ago, I am confident that the IA will remain attentive to changing technological conditions in the broadcast industry, remain dedicated to new organizing, and continue to maintain standards for workers in this sector.

POLITICAL AND LEGISLATIVE DEPARTMENT

The last four years have brought drastic oscillations and immense changes to the political and legislative landscape facing the Alliance in the United States and Canada. Recent political outcomes have been a stark reminder that what we win at the bargaining table can be taken away at the ballot box. Labor unions have been under assault, with politicians undermining workers' collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. Departments and agencies established to protect and support workers were overrun by union-busting forces. Federal courts have been packed with anti-worker judges, further shifting the balance of power to greedy multinational corporations and anti-union extremists.

However, when we rise to the challenge of defeating the forces that have assaulted workers' rights and enabled discrimination for decades, we have shown our activism can make the difference – as evidenced by the election of Joe Biden and Kamala Harris to lead the United States.

Despite the worst pandemic in a century and deliberate voter suppression efforts, working people came out in record numbers to exercise our rights as citizens in the 2020 elections. We made our voices heard at the ballot box. We brought an end to the most anti-worker administration in generations. We chose the IATSE-endorsed Biden/Harris ticket to put our country solidly on the path to defeating coronavirus, providing comprehensive COVID-19 relief, and getting IATSE members back to doing what they love. Just as importantly, we secured a pro-worker trifecta that few thought possible by winning majorities in the United States Senate and the House of Representatives.

The growth of our Alliance's political program has shown the strength of utilizing our collective voice to take political action that creates legislative change.

If not for IATSE's continued aggressive action, everything from our members' future job opportunities to our union rights would be up for grabs. Along with our labor movement kin, we have successfully beat back many anti-union initiatives and are fighting to restore a fair society for workers. We have made our voices heard and ensured that our issues are front and center when candidates and elected officials seek the support of the IATSE and its members. Our union's activism has helped to realize numerous legislative wins in the last four years, bettering the lives and opportunities of IATSE members.

Since I established it in 2016, the Political/Legislative Department has grown tremendously in its capability, infrastructure, and influence in the U.S. The mission of the Political/Legislative Department is simple – to ensure that the IATSE membership has a voice in advancing legislation and policy that benefits their lives and work. If there is an issue that affects our membership, we seek an active role in influencing the decision for their benefit. Since my last report at the 68th Convention, I approved the rental of office space in the AFL-CIO headquarters where the department has established a permanent presence in Washington D.C. Led since 2019 by Director Tyler McIntosh – and supported by Assistant Director Jackson Rees – the Political/Legislative Department has become the go-to source for legislators, policymakers, and industry partners in the US on issues pertaining to behind-the-scenes entertainment workers.

There have been numerous instances of our Alliance's legislative success and impact in the US – but none more illustrative than our legislative response to the COVID-19 pandemic, which shut down our industry overnight. In March 2020, when Congress was considering coronavirus relief legislation, there was a serious risk that tens of thousands of laid-off IATSE members would be left out in the cold, because unemployment insurance programs have traditionally failed to address the needs of entertainment workers. But when the eventual "CARES Act" passed, IATSE members were fully eligible for unemployment compensation — with an added \$600/week over state benefit levels. Even those with scheduled or offered work that had been shut down were included. This victory did not happen by accident or luck. IATSE members and allies sent over 108,000 letters to Congress urging lawmakers to include displaced entertainment workers in the legislative relief package. 37 of those legislators led by Rep. Adam Schiff (D-CA) then authored and signed a letter to Congressional leadership demanding that more be done for us.

Passage of the Coronavirus Aid, Relief, and Economic Security Act was just the first step, as it immediately became clear that subsequent relief was needed for IATSE members. We kept the pressure on Congress for months, raising awareness about the plight of entertainment workers and lobbying for more comprehensive aid. Congressional obstruction and claims that additional COVID-19 relief was not needed delayed further federal action until late-December 2020 when Congress passed a \$900 billion COVID-19 emergency economic relief package. While that bill fell far short of the relief needed to meet the full magnitude of the pandemic, it was a welcome lifeline for the entertainment workers who remained out of work through no fault of their own. Among the relief was an extension of the unemployment insurance programs from the CARES Act and \$15 billion in dedicated funding for live venues, independent movie theaters, and cultural institutions – known as the Save Our Stages Act – with specific labor protections that the IATSE successfully fought to include.

In March 2021, the collective political and legislative activism of IATSE members finally made comprehensive COVID-19 relief a reality. Elections have consequences – by electing President Joe Biden and pro-worker Democratic majorities in Congress we established a political environment for our voices and legislative needs to be heard. The American Rescue Plan Act that was passed by Congress and signed into law by President Biden featured IATSE’s most urgent priorities for subsequent COVID-19 relief legislation. It extended unemployment insurance programs, fully subsidized healthcare costs for those out of work, made labor unions eligible for forgivable loans, provided economic assistance to our employers, and more. The bill provided relief to entertainment workers who remain out of work through no fault of their own and economic support until a safe return to work is possible, while also beginning to set the stage for the recovery of our industry.

The American Rescue Plan Act also protected our healthy pension plans and delivered generational relief for the multiemployer pension system. For years, the nation had been facing a looming crisis of failed multiemployer pension plans that have been labeled as critical and declining. This law provides billions in financial assistance to struggling multiemployer pension plans, to cover all benefits due through 2051, with no cuts. This delivers long-needed support to troubled plans, without jeopardizing healthy plans like ours through the draconian cuts that have been proposed in recent years. Ultimately this law has guaranteed the retirement security promised to workers for the long-term.

At the end of 2019, Congress repealed the misnamed “Cadillac Tax” and protected our hard-won, quality health care benefits. This proposed tax on high-cost health plans would have shifted costs to working families via increased deductibles and co-pays. For nearly a decade, the IATSE and organized labor have been fighting to stop the tax from going into place. We have also successfully fought each year for Congress to increase federal arts funding in the federal budget and prevented the Trump Administration’s repeated attempts to eliminate the National Endowment for the Arts. The Department has coordinated a cohort of IATSE members to participate annually in Arts Advocacy Day on Capitol Hill in Washington, D.C., where the members have educated Members of Congress on the vital role unions play in the arts and the importance of federal funding. As the union behind entertainment, we know that funding for the arts directly impacts work for our skilled craftspeople.

As I reported to you during the 68th Convention, our US immigration policy allows foreign nationals to obtain temporary worker visas to perform integral work (or serve in support roles) on film, television, or theatrical projects—which often occur within one of the IATSE’s industries. This matter remains important to the Alliance because foreign workers may be exploited to perform jobs that could otherwise be filled by IATSE members. I am glad to report that thanks to our continuous lobbying efforts IATSE now assists United States Citizenship and Immigration Services (USCIS) adjudicators in determining whether artists from other countries are qualified to perform in the US market. Unions are now able to send a copy of advisory letters directly to USCIS for consideration.

As I also reported last Convention, fighting online piracy and enforcing copyright obligations are critical to many IATSE members. While we do not own the copyrights to the works we help create, many members’ livelihoods depend on contractual residuals paid to our fringe benefit plans. The theft of copyrighted works – domestically and internationally – threatens our hard-won health care benefits and retirement security. The Political/Legislative Department continues to be active on the issue of copyright enforcement in Washington, D.C, having met with the office of the US Trade Representative and other stakeholders on a regular basis to oppose overbroad copyright safe harbors in trade deals. The Department also participated in a working group to draft bipartisan legislation to close the streaming loophole that allows internet media businesses to profit from the theft of copyrighted movies and television programs exhibited on their platforms without paying creators. This legislation, the

Protect Lawful Streaming Act, was passed into law as a provision of the 2020 year-end omnibus spending bill.

In instances where we have seen legislation or policies go against IATSE workers, we have fought hard against them and will continue those fights until our rights are restored. In 2017, an anti-worker tax reform bill was rammed through Congress and represented a massive tax giveaway to big corporations and the wealthy. Meanwhile, the tax scam eliminated workers' ability to deduct business expenses like our equipment, travel for work, and union dues. This caused an industrywide tax increase for union creative professionals. To restore tax fairness, we have been pushing bipartisan legislation updating income thresholds for the "Qualified Performing Artist" tax deduction, an unchanged provision of tax law that allows those working in the performing arts to deduct expenses incurred in the course of their employment and would keep more of your hard-earned money in your pocket.

We have also fought to better the lives of members of the Alliance by supporting legislation like the Protecting the Right to Organize (PRO) Act that can tip the balance of power back toward workers. The PRO Act is a comprehensive labor law reform bill that restores fairness to the economy by strengthening the federal laws that protect workers' right to organize a union and bargain for higher wages and better benefits. The bill would make it easier to bargain, strengthen protections for workers forming a union, eliminate so-called "right to work" laws, prohibit mandatory "captive audience" meetings, protect the right to strike, and prevent misclassification of workers as independent contractors. Simply put, it would protect your right to organize. The PRO Act passed the US House of Representatives in 2020 but was not taken up by the Republican-controlled Senate. 2021 offers renewed optimism for this worker empowerment legislation, as President Biden has called for Congress to pass the PRO Act and the House of Representatives did just that on March 9, 2021. The bill has been sent to the Senate where an uphill battle remains due to the 60-vote threshold needed for passage into law. This bill continues to be the top legislative priority of the IATSE and our brothers and sisters in organized labor. I encourage all US local unions to stay engaged in the AFL-CIO PRO Act campaign, Build Back Better with Unions, so we can level the playing field in an economy pillaged by inequality and anti-worker legislation and make the freedom to negotiate collectively a reality for 60 million American workers.

The Department continues to participate in events on Capitol Hill that showcase the behind-the-scenes

work of IATSE members in the entertainment industry. Since 2015 the International has played a vital role in a Congressional event called "Beyond the Red Carpet." The event offers lawmakers and their staffs a behind the scenes look at the creativity and talent of the film and entertainment industries. Our participation has significantly helped to introduce members of Congress to the vast number of workers employed in various crafts within the industry. Each year, the IA has demonstrated the work of its talented members – editors, cinematographers, stagehands hired to load-in the event, and hair and makeup artists featured most recently in 2019.

The IATSE political program and activism in electoral politics has grown immeasurably in the last four years. I urged Delegates to the 68th Convention to work with the Political/Legislative Department to identify a local union Political Coordinator for every IATSE Local in the US to bolster our political reach. Local union leadership is one of the most trusted sources of information about politics for our members, which is why appointing a Political Coordinator is vital to our political and legislative infrastructure. Since then, 290 out of 320 US Locals (representing 98.5% of the total US membership) have appointed a member to serve in the role.

Activism campaigns, IATSE PAC information, and related political resources flow from our International through the Political Coordinators to our IATSE family. In turn, Political Coordinators share local political and legislative developments and concerns with our International through the Political/Legislative Department. We continue to utilize the US International Vice Presidents, and US District Secretaries to disseminate resources and political updates – but the Local specific political programs implemented by each Political Coordinator have allowed our Alliance to engage more members than ever before in this critical work.

Another area of substantial growth has been the annual development of toolkits and resources produced by the International for use by all US members in their Local political programs. In 2019, the IATSE partnered with Hart Research Associates to conduct a political survey of the American membership. Member feedback from that survey helped to identify priorities for the political program and necessary preparations for the 2020 election cycle and beyond. It became clear that new materials and resources were needed to empower IATSE members to deliver wins for working families. Members now have access to political advocacy resources that detail the International's federal policy

priorities; answer common questions about IATSE PAC; provide state-by-state election information; suggest election-specific messaging; as well as guides on various political activism activities Locals and members can undertake like voter registration drives, phone/text banks, door-knocking and more. All political advocacy resources are accessible to members on the new IATSEPAC.net website (detailed in the IATSE PAC section of this report).

Weekly collaboration between the Political/Legislative and Communications Departments has facilitated more effective political communication from the International and amplified the collective voice of over 126,000 US members. We continue to distribute political and legislative information through the IATSE website, Twitter, Facebook, and other social media outlets. The Departments rolled out the IATSE's first SMS text program for the 2018 election cycle.

Our political communications were mobilized in coordination with the AFL-CIO in the fight to reopen the federal government in January 2019 after the longest shutdown in history, as well as the fight against confirming Supreme Court Justice Brett Kavanaugh. We have also led IATSE designed letter campaigns like the one mentioned previously that facilitated over 108,000 letters to Congress to support displaced entertainment workers, and petitions like the one launched in tandem with our lobbying efforts to save the National Endowment for the Arts that garnered over 7,000 signatures. To further highlight IATSE's civic engagement, we also ran an #IATSEVotes hashtag during the 2018 and 2020 elections where we collected images of members with their "I voted" sticker and featured them online.

This enhanced political infrastructure has allowed our Alliance to build upon previous electoral work to truly make a difference in electing pro-worker candidates who share our views. The International pursues robust voter registration, member outreach, and get out the vote (GOTV) programs each year and participates as an affiliate of the AFL-CIO with their annual electoral mobilization program. The International has recruited and sponsored members to work with the AFL-CIO in various states during each election as "release staff." Members of the Political/Legislative Department have traveled extensively to assist Locals with setting up political operations and provided trainings on grassroots electoral tools like the Labor Action Network. In 2017, the Department traveled to North Carolina to help Local 322 Brother Braxton Winston win his election to the Charlotte City Council (and reelection in 2019). In 2018, IATSE

members played a critical role in flipping several seats in places like California, New York, New Jersey, and Pennsylvania – helping to win a pro-worker House of Representatives majority in the process. In 2019, John Bel Edwards was reelected as Governor of Louisiana with vital financial support and get out the vote efforts from the IATSE.

The 2020 IATSE political program was unprecedented in its size, scale, and innovation. The International hired 33 IATSE members as temporary release staff for their respective AFL-CIO state federations and they worked over 700 days combined in 2020. Nine International staff and over 60 members volunteered to make calls during weekly AFL-CIO virtual phone banks in the final weeks of the election cycle. The International undertook an expansive direct mail program to communicate with members in 14 battleground states in the weeks leading up to the election. In total, we reached 23,026 members and sent 40,712 mail pieces focused on voter registration, education on pandemic-related changes to state election deadlines and rules, comparing the labor records of the presidential candidates, and getting out the vote. The 2020 IATSE political program included a peer-to-peer texting campaign for the first time. Prior to the election, IATSE staff communicated one-on-one via text with 20,805 members, received 7,420 responses, and altogether sent 26,598 texts over the course of the program. As an endorsing union, we mobilized our membership in support of the Biden/Harris presidential campaign. Most prominently, we sponsored an IATSE for Biden/Harris GOTV phone bank where I was joined by US Senator Sherrod Brown (D-OH) and hundreds of union member volunteers. Finally, IATSE proudly partnered with Power the Polls, a first-of-its-kind initiative to recruit poll workers to ensure a safe, fair election for all voters. 335 members signed up to serve as poll workers in their local communities through this partnership, joining local election officials to uphold the democratic process.

As expected, given the volume of vote by mail and election rule changes due to the pandemic, it took several days and in some cases weeks for election officials to uphold our democracy by counting every vote and verifying the results, as they have in every previous election. But when the dust settled there was no time to celebrate, as we still had more work to do in Georgia where both Senate races advanced to a runoff election on January 5th to determine control of the Senate. We were able to quickly marshal additional resources from the International to implement a two-month political plan in Georgia and coordinate that work with our Locals in the state. IATSE members

and the labor movement were instrumental in the statewide coalition that delivered this victory through tireless activism – talking to voters, turning them out, and ensuring the voices of all Georgians were heard. We commend the dedicated work done on the ground by IA members and Locals in Georgia on behalf of our Alliance. Our collaboration with and financial support of established grassroots organizations, like Stacey Abrams’ ‘Fair Fight’, multiplied our power to deliver a monumental win for working people far beyond what we could have achieved on our own. The labor movement and allied organizers proved once again; we can rise together.

There are many pro-worker lawmakers now in office who may not have been there without IATSE political support, including President Biden and Vice President Harris. The efforts of active IATSE volunteers across the country have had a lasting impact.

When we elect supportive candidates and maintain open lines of communication with them, so they continually hear from our members, we get results. I am confident that our political and legislative action will continue to build worker power so we can advance more comprehensive legislation and policy that benefits IATSE working families. Having a political environment that is ripe for us to succeed is as important as anything else we do as a union to protect working people. I encourage all Delegates and members of the IATSE to engage in our political program to ensure the continued success of the Alliance.

IATSE PAC

To supplement our grassroots political mobilizations in electoral campaigns, the IATSE continues to maintain its Political Action Committee, IATSE PAC, which has now been in existence for over two decades. The PAC exists for the purpose of making contributions to and expenditures for candidates in electoral politics and addressing urgent political issues. Over the last four years, the International has prioritized assisting our local unions and members to become more engaged in fundraising activities to build the capacity of IATSE PAC and help us attain a greater voice in the political arena. IATSE PAC utilized over \$550,000 of invaluable member contributions to support candidates in the 2020 election cycle who stand with workers and support the issues important to IATSE members.

I am pleased to say that contributions to IATSE PAC from US members since the 68th Convention have reasonably grown, with IATSE PAC currently

raising approximately \$250,000 – \$300,000 annually. We have seen an increasing number of recurring, regular PAC donors. However, we still have significant room for growth with only about 3% of the US membership supporting IATSE PAC. With our commitment to “Growth Equals Strength,” we could easily surpass a million and even reach \$2.5 million annually with just 20% participation. Like it or not, providing financial support to candidates that stand with us undoubtedly enhances our voice. In short, we must become a bigger player in the game.

These funds are crucial when it comes to advocating for IATSE political and legislative priorities. IATSE PAC supports policy makers that fight to: protect the right to organize, expand collective bargaining rights, and eliminate so-called “right-to-work” laws; enforce strong copyright laws to protect creative content; defend our pension funds and healthcare benefits; preserve funding for the arts; ensure equality for all and oppose all forms of discrimination; and, many other issues important to IATSE members.

Contributions to the PAC allow us to support incumbent members of the House of Representatives and Senate who are crucial to the survival and advancement of organized labor. Furthermore, the PAC allows the Alliance to have important dialogues with political newcomers about matters affecting our members. PAC support often gives the Alliance an opportunity to educate potential legislators about issues that are important to our varied industries.

As a small incentive, new lapel pins were designed for the three suggested levels of PAC participation (President’s Club, Leader’s Club, and Activist’s Club) and coincide with the \$40/\$20/\$10 per month contribution levels. Monthly contributors at one of the suggested levels receive the corresponding lapel pin to signify their ongoing commitment to IATSE PAC.

In January 2020, we launched a new, streamlined IATSEPAC.net website with several new features to make it more user friendly and accessible. Each IATSE member has a pre-created Username explained in detail on the landing page. It is accompanied by clear troubleshooting instructions to make accessing the site as easy as possible, while still conforming to the strict laws governing labor PACs. The new website features an updated payment portal and recurring contributions feature, as well as the ability to track your previous IATSE PAC contributions made online. As discussed in the Political/Legislative section of this report, the Department continues the development of toolkits and resources for use by all US members in their Local political programs. All these advocacy resources

are housed on IATSEPAC.net and accessible via the “Resources” tab. This makes it easier for Local leaders, Political Coordinators, and members to download, print, and share resources with their IATSE kin.

We have responded to feedback from the US membership who desire to know more about the candidates IATSE PAC is supporting. We have launched a quarterly newsletter to all recurring IATSE PAC contributors that details PAC contributions from the previous quarter, along with legislative and political updates. In addition, we have provided members a more active role in the allocation of IATSE PAC support. The “Request IATSE PAC Support Form” gives contributors a simple method to request PAC support for a specific candidate or committee. IATSE PAC contributions are recommended by the Political/Legislative Department and voted on by the IATSE PAC Committee for approval. We want to hear from the membership about candidates and policymakers who have been champions for the IATSE and engaged with us locally in a positive way.

Each Local has also received a copy of the new revised IATSE PAC Guide. The guide includes detailed information about IATSE PAC including who can participate, ways to contribute, how to engage Local membership, Federal Election Commission guidelines and compliance rules, and IATSE PAC fundraising. The revised guide will better serve members when they have specific questions about getting involved with IATSE PAC. The fundraising guidelines include a step-by-step process members can follow to plan an event, information to ensure compliance with FEC regulations, and a list of several types of fundraising events.

As entertainment workers, Locals have discovered many creative ways to support IATSE PAC. In 2019, Local 4 and Local 52 spearheaded the planning and execution of a Summer of Solidarity Event at Citi Field for a New York Mets vs. Los Angeles Dodgers game that raised \$11,677 for IATSE PAC. The Animation Guild, Local 839, planned and executed a Post-It Note Show fundraiser in 2019 that raised about \$2,000 for IATSE PAC. The show featured original Post-It Note drawings donated by more than 100 members of The Animation Guild, which were then bid on by IATSE members during their holiday market.

The pandemic presented a new obstacle to raising funds for IATSE PAC, but several Locals showed they were up for the challenge. The Animation Guild, Local 839 turned their 2nd Annual Post-It Note Show fundraiser into an online auction and raised about \$1,700. The Motion Picture Costumers, Local 705, and the Costume Designers Guild, Local 892, collaborated

on a Designer Face Mask Auction to benefit IATSE PAC. They created one-of-a-kind face masks that met the requirements for personal protective equipment to keep members safe during the ongoing pandemic and raised over \$2,600. Theatrical Wardrobe Union, Local 764 held a Quiltmania Raffle in which contributors to IATSE PAC during the raffle dates were entered into a random drawing for a handmade quilt with entries based on the amount donated in \$5.00 increments. \$8,742 in contributions to IATSE PAC were attributed to the raffle. All of the virtual events were made available online for the entire IATSE US membership to participate. I hope these innovative events can serve as a model, or spark ideas for other Locals to benefit IATSE PAC.

Promoting political involvement and growing our PAC to protect what we at IATSE have fought so hard for is our ultimate goal. We cannot let others fight our battles. We must join with our brothers and sisters in organized labor and beyond to fight for our jobs, our community, our future, and the future of our families. Our voices must continue to be heard. In order to advance pro-worker legislation and policy, we must support candidates that stand with workers. Join our culture of giving and know that every cent is amplified by the contributions of your kin to make substantive change in your union life.

I commend all those members who have taken the initiative to contribute to the PAC. However, more must be done. I recommend that the Delegates to this Convention carry the PAC’s growth forward. Spread the word that our fundraising efforts must continue. If our members do not contribute in greater number to IATSE PAC, then our opponents will have the field to themselves. 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.

STATUS OF VARIOUS LOCAL UNIONS

The Alliance continues to gain significant increases in total membership since the conclusion of the 68th Quadrennial Convention. As I reported in 2017 there were 134,036 members of the International Alliance. As of this report the total number of members who have joined our Alliance is 158,853. In otherwise trying times, over the past four years, our membership continued to grow. We have again—since the 68th Convention—welcomed a membership increase of 16 percent over the official membership count in 2017. With these notable recent gains in membership, below

is a list of newly chartered local unions. Mergers of local unions since the last Convention are also reported below. These mergers have brought us together to sustain our existing jurisdictions throughout the United States and Canada. We will continue to offer our affiliated Locals support in their representational activities. As I have reported before, the provisions of Article Nineteen of the International Constitution provides that after a hearing or investigation, and with the approval of the General Executive Board, mergers of local unions may be conducted. An existing Local or Locals unable to discharge their duties properly may be merged (or such a merger otherwise might be in the best interest of the members of the Alliance). The following Locals are defunct since the 68th Convention: Local B-194, Local 194, Local 324, Local 141, Local 604, and Local 387.

Newly Chartered Locals:

S 501	Lititz, PA
AG&AOE&GA-938	Vancouver, BC
T B-778	Vancouver, BC
ADC 659	Canada
TBSE 305	Miami, FL
TBSE 444	Kennesaw, GA

Mergers:

Local 838	Merged into Local 99 (S) State Of Utah/Noise-Nampa-Caldwell-Twin Falls-Sun Valley/Southern Idaho, ID
Local B-935	Merged into Local 96 (M) Worcester, MA
Local 924	Merged into Local 357 (M) Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON
Local 499	Merged into Local 311 (M) Middletown-Newburgh-Kingston, NY
Local B-898	Merged into Local 709 (M) Province of Newfoundland and Labrador
Local 378	Merged into Local 112 (S) Oklahoma City, OK and Wichita Falls, TX

CONCLUSION

We have endured a devastating health crisis, the remnants of which are still with us. Yet here we are, together working to better the future for our members with pride in our union and great hope. In the face of the pandemic our work—like so many others—was put on hold. Still, the IATSE grew in membership by 16 percent since our last Convention. This is an indication of the purpose, resolve, and will of this Alliance. We have become an organizing union, recognizing that we must strive to protect all those who work in our crafts, increasing our power, protecting standards, and building on protections for entertainment workers.

Brothers, sisters, and kin, together we rise from the depths of the COVID-19 pandemic. We rise in the face of loss, struggle, sadness, and pain to construct a future of hope, prosperity, and physical and emotional well-being. We rise to the challenges of racism and inequality. Equal rights for all human beings, regardless of what they look like or who they love, will always be an imperative imbedded in our purpose. Together we rise to the challenges our industries must meet head on, and the invariable changes that always accompany a profound global event. Yet we must be forward thinking to envision opportunity when it presents itself through change.

We rise and stand tall as fierce advocates in protecting the sacred gift of democracy. We will never allow our nations to suffer the indignity of lawless and reckless behavior that threatens the sanctity of things we hold dear, namely truth, justice and the rule of law.

Together we rise in solidarity as organizers to grow, secure and protect our rightful place in the entertainment industry. We rise in solidarity to turn strength into tangible advancements and protections for our members at the bargaining table. We achieve the most when we stand together. The interests of our adversaries are always served if we are divided so we must always remain united.

We have endured one of the most trying times in our 128-year history. Yet, there is reason for hope. This Alliance is, and will always be, bound together not just by the events we experience, but also by our choice to act as one. Our single voice and unwavering resolve will carry the day. Sisters, Brothers and Kin, together we rise!

