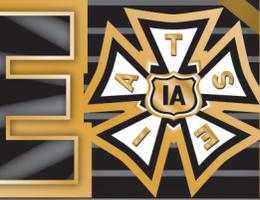


69TH QUADRENNIAL CONVENTION

**TOGETHER  
WE RISE**



VIRTUALLY HELD JULY 27-29, 2021

**RESOLUTIONS**

**BOOK 1**



## RESOLUTION NO. 1

WHEREAS, the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) is comprised of a diverse membership from affiliated Local Unions, with a variety of family care needs including: parental leave for newborn, adoptive, or foster children; elder care; self-care; and caregiving for ailing family members; and

WHEREAS, Black, Indigenous and People of Color, people with disabilities, and members of the LGBTQIA+ community experience compounding burdens and disparities which include, but are not limited to, higher maternal death rates and food insecurity related to the loss of maternal income; and

WHEREAS, the United States of America is the only industrialized country that does not have a national paid maternity leave policy, while 70 nations guarantee paid paternity leave; and

WHEREAS, IATSE members often do not qualify for federal or state Paid Family Medical Leave protections due to the seasonal or intermittent nature of their work; and

WHEREAS, IATSE members often work in states where there are no Paid Family Medical Leave protections; and

WHEREAS, the Collective Bargaining Agreements that cover their work do not include Paid Family Medical Leave protections; and

WHEREAS, industry colleagues have established job-protected parental leave (The Animation Guild, IATSE Local 839 and other entertainment unions) and paid parental benefits in individually negotiated agreements; and

WHEREAS, signatory employers to IATSE Collective Bargaining Agreements offer job-protected, paid parental leave to their corporate employees; and

WHEREAS, Paid Family Medical Leave benefits both employers and employees by supporting gender equity, leading to: improved employee retention; less caregiver discrimination; greater productivity in the workplace; and fewer instances of absenteeism; and

WHEREAS, Paid Family Medical Leave is shown to reduce the inequities that disproportionately affect protected characteristics; and

WHEREAS, there is broad societal support for Paid Family Medical Leave for workers as illustrated in numerous news publications and educational studies; and

WHEREAS, the Universal Declaration of Human Rights, Article 23 states: "... Everyone, without any discrimination, has the right to equal pay for equal work... Everyone who works has the right to just and favorable remuneration ensuring for themselves and their family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection"; and

WHEREAS, Paid Family Medical Leave provides social protection to vulnerable members of our community and their families, permitting them to care for themselves with dignity and without caregiver discrimination;

THEREFORE BE IT RESOLVED that IATSE and its affiliated Local Unions pursue inclusion of Paid Family Medical Leave in Collective Bargaining Agreements; and

BE IT FURTHER RESOLVED that IATSE will commit to encourage its employer signatories and its members to institute equitable forms of childcare including, but not limited to, workplace childcare, project-based childcare, drop-off childcare, and flexible childcare spending accounts; and

BE IT FURTHER RESOLVED that IATSE shall increase awareness amongst its members of Paid Family Medical Leave benefits and provisions and advocate for their implementation.

EDWARD PIERCE, USA 829  
CARL MULERT, USA 829  
HOPE ARDIZZONE, USA 829  
WAYNE ALFANO, USA 829  
KATE BERGH, USA 829  
ALEJANDRO FAJARDO, USA 829  
SUSAN GAMMIE, USA 829  
DIANNE GRAEBNER, USA 829  
JORDAN JACOBS, USA 829  
DEIRDRA GOVAN, USA 829  
MICHAEL C. SMITH, USA 829  
ANDREA BECHERT, USA 829

PATRICE DAVIDSON, USA 829  
MARCY FROEHLICH, USA 829  
EMILY GAUNT, USA 829  
KELSEY HARRO, USA 829  
DAVID KALEY, USA 829  
MICHAEL KAUKL, USA 829  
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CRICKET MYERS, USA 829  
RICK PAULSEN, USA 829  
JARED SAYEG, USA 829  
PAMELA SHAW, USA 829  
MAGGIE WHITAKER, USA 829  
BRADLEY KING, USA 829  
MONIQUE LHEUREUX, USA 829  
MARTHA MOUNTAIN, USA 829  
CATHERINE NASCH, USA 829  
JOSHUA REID, USA 829  
KEVIN SCIOTTO, USA 829  
MATT WALTERS, USA 829  
DARA WISHINGRAD, USA 829

## RESOLUTION NO. 2

WHEREAS, the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) Constitution Article 16 establishes the manner in which members shall be subject to discipline; and

WHEREAS, discrimination, harassment and bullying behavior is detrimental to the advancement of the purposes which this Alliance pursues; and

WHEREAS, IATSE Constitution Article 16, Section 6 establishes a limited time for charges to be filed with the Local of which the accused is a member; and

WHEREAS, it may be unrealistic that charges related to discrimination, harassment and bullying behavior can adequately adhere to the strict timeline established in Article 16, Section 6; and

WHEREAS, IATSE Constitution Article 16, Section 9 establishes a protocol for the publication of charges at a regular meeting of the local union and provides exceptions to permit charges to be read at the meeting of the executive board; and

WHEREAS, the publication of charges related to discrimination, harassment and bullying behavior at a membership meeting may serve as a deterrence to the filing of charges and does not promote the improvement of the social conditions of the members of this Alliance;

THEREFORE BE IT RESOLVED that the delegates of the 69th Quadrennial Convention of the International Alliance of Theatrical Stage Employees amend Article 16 as such:

**Section 31. Discrimination, Harassment or Bullying Behavior** Certain rights are set forth in this Article when charges are preferred against a member alleging discrimination, harassment or bullying behavior, which shall include a charge alleging discrimination based on race, religion, gender, age, disability, sexual orientation, and other protected categories under any federal, state or local law or a charge alleging bullying behavior, defined as repeated inappropriate behavior that is threatening, intimidating, or humiliating, or involves work sabotage, either direct or indirect, whether verbal, physical, or otherwise, by one or more persons against another or others, at the place of work or in the course of employment.

**Section 6. To Whom and When Preferred, as such:** Charges shall be filed with the Secretary of the local union of which the accused is a member or with the General Secretary-Treasurer of the Alliance where the charges are preferred against a member who does not hold membership in a local union thereof.

Charges must be filed with the Local of which the accused is a member within sixty (60) calendar days after the offense becomes or should have become known to the person making the charge, **except if the charges are as provided in Article Sixteen, Section 31 in which case charges must be filed with the Local of which the accused is a member within one-hundred-eighty (180) calendar days after the offense becomes or should have become known to the person making the charge.**

If the Secretary of the local union be the charged party, the charges may be filed with any other officer of the local union who is not a charged party.

**Section 9. Publication of Charges, as such:** After the local union has taken cognizance of the charges, they shall be read at the next regular meeting of the local union by the presiding officer. No debate or discussion shall be permitted, but the presiding officer shall request those having personal knowledge of any of the facts alleged in the charges to submit their names as witnesses to the secretary of the meeting. The presiding officer shall refer the charges to a Trial Committee or the Executive Board in accordance with the Constitution or Bylaws of the local union.

If no regular membership meeting is scheduled within a period of thirty (30) days after the date cognizance of the charges is taken, or if a meeting is scheduled but no quorum is present, **or if the charges are as provided in Article Sixteen, Section 31**, the charges shall then be read by the presiding officer at the meeting of the executive board of the Local, to be scheduled no later than ten (10) days after the end of such thirty (30) day period.

EDWARD PIERCE, USA 829  
CARL MULERT, USA 829  
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JOSHUA REID, USA 829  
KEVIN SCIOTTO, USA 829  
MATT WALTERS, USA 829  
DARA WISHINGRAD, USA 829

### RESOLUTION NO. 3

WHEREAS, many locals and crafts with a majority of female members who face pay inequity have little to no voice in bringing pay equity to the bargaining table, and

WHEREAS, due to historical bias defined as ‘women’s work’, Set Decorators, (home ‘decorating’), Costume Designers, (seamstresses), Coordinators & Script Supervisors (Secretaries and script ‘girls’) Color Designers, (color coordinating) do not benefit from pay equity, and

WHEREAS, true solidarity amongst IATSE kin is only realistic if those that benefit from this disparity support their kin that do not, and

WHEREAS, inequality and pay inequity is rejected by the IATSE’s own statement of equality, which definitively states opposition to discrimination on the basis of sex, race, disability, gender identity and so forth, and

WHEREAS, a resolution on pay equity submitted and voted upon at the IATSE District 2 convention, held in 2018, has to date not been addressed, and

WHEREAS: there is precedent for pay equity studies conducted within other labor organizations, and

WHEREAS, until such date that equality and pay equity exist within the IATSE labor organization, it will not exist with our employers.

THEREFORE BE IT RESOLVED, Local 44 urges the IATSE to investigate and identify contractual and negotiated pay inequity that affects IATSE members.

BE IT FURTHER RESOLVED, that wherever evidence of pay inequity is uncovered, in the crafts identified above or elsewhere, the IATSE will address

such inequity and bring it to the bargaining table with Employers to ensure fair wages for all.

- TOBEY BAYS, 44
- ANTHONY PAWLUC, 44
- ERIN HENNESSEY, 44
- RAY SCHREFEL, 44
- DEA JENSEN, 44
- MICHAEL CAPPELLO, 44
- J.D. STREETT, 44
- DAVID ELLIOTT, 44

**RESOLUTION NO. 4**

WHEREAS, current language strictly requires apprenticeships to terminate no later than three years, regardless of the member’s life circumstance, which may necessitate certain adjustments due to an illness, injury, disability, disaster, etc. Additional time allowance provides benefits to the member’s ability to complete physical and/or financial aspects of their apprenticeship program.

WHEREAS, the requirement for the ‘Junior’ or ‘Apprentice’ member to request the extension of time, in writing with documentation of circumstance, empowers the said member to prioritize both recovery and membership responsibilities.

THEREFORE BE IT RESOLVED, we make a motion to amend Article Nineteen, Section 26 of the International Constitution and Bylaws as follows:

**ARTICLE NINETEEN, Section 26. Apprentice Members**

No Local shall be permitted to register as ‘Junior’ or ‘Apprentice’ more than one (1) person for each three (3) Regular members of the Local, and in no case shall any Local be permitted more than a total of fifty (50) such ‘Junior’ or ‘Apprentice’ members, except that the General Executive Board may permit the enrolling of additional ‘Apprentices’ by petition from the local union after determination that the additional number to be enrolled and the condition of the local union warrant such action, provided, however, that if any additional ‘Apprentices’ are requested or allowed by the General Executive Board then and in that case all of the registered ‘Apprentices’ in such local union shall automatically become Journeymen

members upon completion of the apprenticeship period and no balloting shall be required as hereinafter stated. No Local shall be permitted to maintain a ‘Junior’ or ‘Apprentice’ upon its rolls in such status for a period of more than three years.; **except at the request of said ‘Junior’ or ‘Apprentice’ member, up to an additional 12 months is allowed; due to documented injury, illness, disability, disaster, or severe hardship providing additional time for completion of apprenticeship programs and/or payment of initiation fees as necessary.** At the expiration of such time, such ‘Apprentice’ or ‘Junior’ member shall be balloted upon by the membership of the local union and be accepted into full regular membership of the Alliance on receiving a favorable majority vote of the votes cast at the meeting or shall cease to have connection therewith, dependent upon the action of the membership of the local union.

Any apprentice having served in such capacity for a period in excess of two (2) years, but in no event more than three (3) years, shall be entitled to a Road Card immediately after achieving Journeyman status. They shall also be eligible for nomination to office after achieving Journeyman status.

- JIM BEAUMONTE, 16
- STEVE LUTGE, 16
- JAMES KOEHLER, 16
- DONALD E. DE SMIDT, 16
- JOANNE DESMOND, 16
- DANIEL BORELIS, 16

**RESOLUTION NO. 5**

WHEREAS, historically female dominated crafts throughout our Locals often struggle to have their voices heard as minorities within their Local or bargaining unit, and

WHEREAS, due to historical bias defined as ‘women’s work’, Set Decorators, (home ‘decorating’), Costume Designers (seamstresses), Costumers (sewing), Coordinators & Script Supervisors (Secretaries and script ‘girls’), Color Designers (color coordinating) do not benefit from pay equity, and

WHEREAS, true solidarity amongst IATSE kin is only realistic if those that benefit from this disparity support their kin that do not, and

WHEREAS, inequality and pay inequity is rejected by the IATSE's own statement of equality, which definitively states opposition to discrimination on the basis of sex, race, disability, gender identity and so forth, and

WHEREAS, we resolve to build upon the resolution on pay equity submitted, voted and adopted at the IATSE District 2 convention in 2018 "to commit to further study of the gender disparity in wages," and

WHEREAS, there is precedent that conducting pay equity studies assists workers experiencing inequity by gathering powerful data for collective bargaining purposes, and

THEREFORE BE IT RESOLVED, Local 871 urges that IATSE and all IATSE Locals work together in order to investigate and identify contractual and negotiated pay inequity that affects each of its members.

BE IT FURTHER RESOLVED, that wherever evidence of pay inequity is uncovered, in the crafts identified above or elsewhere, IATSE and each Local will prioritize addressing their long standing issues of inequity in order to ensure fair wages and compensation for all of its members.

CRYSTAL HOPKINS, 871  
JIM REVIS, 871  
LISA MCNEIL, 871  
MARILYN PENN-LINDLEY, 871  
MARISA SHIPLEY, 871  
MICHELE TEDLIS SORBO, 871  
REBECCA YOUNG, 871  
ROBERT MOON, 871

## **RESOLUTION NO. 6**

WHEREAS, the last few years has highlighted that Black, Indigenous, people of color (BIPOC), Asian and Pacific Islander (API), LGBTQIA, and other disenfranchised communities have been disproportionately affected by various combinations of: poverty, discrimination, violence, healthcare issues, and economic inequity; showing us we are in, and have always been in, a pandemic of systemic racism;

WHEREAS, in the Second Quarter, 2020 IATSE Bulletin, International President Loeb stated, "We will all have to do more, fight more and be better to assure that the rights and privileges of black, indigenous and people of color are respected. To do any less makes us complicit in supporting discrimination, injustice and brutality";

WHEREAS, International President Loeb also stated "Be part of the solution and actively participate in making crucial change by aggressively attacking inequality and racism";

WHEREAS, all people, regardless of their actual and perceived age, race, color, religion, national origin, ethnicity, gender, gender identity, sexual orientation, pregnancy, or disability, who qualify for membership and join our ranks, are our brothers, sisters, and kin;

WHEREAS, the IATSE champions the diversity of its membership;

WHEREAS, while every Local is structured differently, there are four major stages of progress we all share along our path as IATSE members: 1) Initial awareness and/or first work experiences in chosen field, 2) Membership qualification and Initiation into respective IATSE Local, 3) Production work culture, best practices, experiences, and understanding responsibilities of being an active Union member, and 4) Retirement;

WHEREAS, to better serve our membership, we must take into account the repercussions of centuries of systemic racism and discrimination within society, to better understand how it may be affecting our members' experiences in the above four stages;

WHEREAS, before we can address issues of diversity and inclusion within the IATSE and its' Locals, we must first understand where we currently stand;

WHEREAS, many people outside of our industry are only aware of the positions that get the most publicity: Producers, Directors, Actors, and Musicians;

WHEREAS, according to a study by the University of North Carolina, "unconscious biases in the workplace can stymie diversity, recruiting and retention efforts,

and skew talent and performance reviews. It also affects who gets hired, promoted, developed, and this unwittingly undermines an organization's culture";

WHEREAS, Leadership Development is one of the Four Pillars of the IATSE;

WHEREAS, a lack of diversity and representation in the images of the IATSE and its Local's digital and print media can further promote unconscious biases;

THEREFORE BE IT RESOLVED, that the IATSE, its Locals, and the Delegates convened at the 2021 District 2 Convention and the 69th Quadrennial Convention of the IATSE accept and adopt the Together We Shine initiative in order to find equitable solutions for any unintentional consequences of systemic racism in our policies, and/or language in our constitution/bylaws; with a goal to promote diversity, inclusion, and a more tolerant working environment for all members, and

THEREFORE BE IT FURTHER RESOLVED, that the IATSE, its Locals, and the Delegates convened, normalize a culture of inclusivity within the IATSE, that is a viable career in entertainment for all who have the skills and qualifications necessary to become a member; regardless of their actual and perceived age, race, color, religion, national origin, ethnicity, gender, gender identity, sexual orientation, pregnancy, or disability.

CRYSTAL HOPKINS, 871  
JIM REVIS, 871  
PAMELA BROWN, 871

MICHELE TEDLIS SORBO, 871  
ROBERT MOON, 871  
SUZAN D. LOWITZ, 871  
MARISA SHIPLEY, 871

## RESOLUTION NO. 7

WHEREAS, The IATSE previously resolved that equalrightsarethecornerstoneofthelabormovementand that all workers have the right be equally represented.

WHEREAS, The IATSE previously resolved that it is committed to equality of opportunity and to eliminating all forms of discrimination.

WHEREAS, The IATSE previously resolved that it is committed to inclusive language.

WHEREAS, The IATSE does not discriminate against gender identity; and

WHEREAS, the membership of Unions today reflects diverse representation beyond brother and sisters,

THEREFORE BE IT RESOLVED, That the Delegates of the IATSE 69th Quadrennial Convention honors all members with inclusive language; and

BE IT FURTHER RESLOVED, that all International Officers and Locals of the IATSE will replace "brothers and sisters" with the more inclusive language "Brothers, sisters, and kin".

DESTINY STARK, 42  
JOE C. LEE, 42







