

69TH QUADRENNIAL CONVENTION

**TOGETHER
WE RISE**



VIRTUALLY HELD JULY 27-29, 2021

REPORT OF THE
**GENERAL EXECUTIVE
BOARD MEETINGS**

BOOK 1

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT THE
SHERATON GRAND
LOS ANGELES, CA
JANUARY 29 – FEBRUARY 2, 2018**

CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 29, 2018 in the California BCEF Ballrooms of the Sheraton Grand, Los Angeles, California.

ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB, International President
JAMES B. WOOD, General Secretary-Treasurer
MICHAEL BARNES, First Vice President
THOM DAVIS, Second Vice President
DAMIAN PETTI, Third Vice President
MICHAEL F. MILLER, JR., Fourth Vice President
and Director of Motion Picture and Television
Production
DANIEL DI TOLLA, Fifth Vice President and
Co-Director of Stagecraft
JOHN R. FORD, Sixth Vice President
JOHN M. LEWIS, Seventh Vice President and
Director of Canadian Affairs
CRAIG P. CARLSON, Eighth Vice President
WILLIAM E. GEARNS, JR., Ninth Vice President
and Director of Tradeshow and Display Work
PHIL LOCICERO, Tenth Vice President
C. FAYE HARPER, Eleventh Vice President
COLLEEN A. GLYNN, Twelfth Vice President

JAMES J. CLAFFEY, JR., Thirteenth Vice
President

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Assistant to the President Sean McGuire; Director of Communications Matthew Cain; Director of Broadcast Sandra England; Political Director J. Walter Cahill, Assistant Political Director Erika Dinkel-Smith; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Co-Director of Stagecraft Anthony DePaulo, Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher “Radar” Bateman, Steve Belsky, Jim Brett, Peter DaPrato, Don Gandolini, Jr., Ron Garcia, John Gorey, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Peter Marley, Fran O’Hern, Joanne Sanders, Stasia Savage, Lyle Trachtenberg, and Jason Vergnano; Staff members Leslie DePree, Asha Nandlal, Alejandra Tomais, Marcia Lewis and MaryAnn Kelly.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin Cty-Santa Rosa-Lake Mendocino-Sonoma-Napa Cty-San Mateo Cty-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 39, New Orleans, LA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 110, Chicago, IL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 161, States of New York/New Jersey/Connecticut; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk

County, WI; 311, Middletown-Newburgh-Kingston, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 461, St. Catherines-Welland-Niagara Falls, ON; 476, Chicago, IL; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 768, Los Angeles-Long Beach-Pasadena-Santa Monica-Cerritos, CA; 769, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 857, Los Angeles-Orange Counties, CA; 863, Montreal, QC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B20, Portland, OR; B27, Cleveland, OH; and B192, Hollywood, CA.

HOST LOCALS

The Official Family Breakfast, hosted by the Host Locals, was honored to have the President of the Los Angeles County Federation of Labor, Rusty Hicks in attendance and address the Official Family. Mr. Hicks thanked the leaders present who do such an outstanding job representing the IATSE. He continued by stating that the IATSE stands for more than just entertainment, its stands for the preservation of a good job with good pay, the security and quality of health and retirement benefits, and the protection of a safe workplace.

He concluded by saying, "Los Angeles is where the rich and famous may live, but working people still call the shots."

At the opening session of the Board meeting representatives of Host Locals 33, 44, 80, 504, 600, 695, 700, 705, 706, 728, 729, 768, 800, 839, 857, 871, 884, 892, 923, USA829, and B192 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Los Angeles,

California. On behalf of the Host Locals, Chairman of the Host Locals Ed Brown thanked the General Executive Board for the opportunity to host this meeting. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

INTRODUCTIONS

President Loeb introduced the following new members of the Official Family:

John Gorey, International Representative

John Gorey was appointed to the position of International Representative as of August 14, 2017. He is a 4th generation stagehand from I.A.T.S.E. Local One and has been a member for 20 years. He moved to Las Vegas in 2002 and joined Local 720. From 2009 to 2014 he served as Assistant Business Agent for Local 720. He was elected Business Representative of the Local in 2014. John has negotiated and handled business with the major employers in the tradeshow and audiovisual industry and serves on the Executive Board of I.A.T.S.E. District 2.

*Matthew Cain, Director,
Communications*

Matthew Cain is the Director of Communications for the International Alliance of Theatrical Stage Employees.

Before joining the IATSE, he ran digital communications and advocacy for Caring Across Generations, a nonprofit group advocating for changes to the eldercare system that benefit both caregivers and care recipients.

Matthew's background is in political communications and organizing. He has worked as a digital fundraising consultant for elected officials and candidates, and worked on local political campaigns in New York, Massachusetts, and Rhode Island. He currently serves on the New York State Committee of the Working Families Party, a labor-backed third party based in New York.

He graduated from the College of the Holy Cross with a Bachelors in History, and a concentration in Peace and Conflict Studies.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Summer Meeting – July 10-14, 2017 – Hollywood, Florida

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in Hollywood, Florida, the week of July 10-14, 2017.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on various matters.

68th Quadrennial Convention

General Secretary-Treasurer Wood began his report by noting that the 2017 International Convention is now in the General Office's rear-view mirror. The amendments to the International Constitution and the proofing of the Proceedings having been completed and received back from the printer. A copy of each document has been mailed to all local unions and the International Constitution and Bylaws is now available for purchase by the Locals.

Early preparation has already begun on the 69th Quadrennial Convention, which will be held July 26 – 30, 2021 in Toronto, Ontario at the Sheraton Centre Hotel which was the location of the 63rd Triennial Convention in 1998.

125th Anniversary Year

This July will mark the 125th Anniversary of the I.A.T.S.E. since its establishment on July 17, 1893.

Although this anniversary does not line up with an International Convention year and allow for the grand celebration associated with the IATSE's 100th Anniversary in 1993, the IA plans to mark the occasion during the week of the summer General Executive Board meeting being held in New York City and a large cocktail party will be held on Thursday August 9th from 7:00 – 10:00 p.m. Hold the date cards are being sent to every local union in the event they are planning to be in attendance at the General Executive Board meeting.

In addition, the IATSE has recognized 2018 as the International's 125th Anniversary Year with specially designed stationary as well as an update to the IA lapel pins, which are available for International Representatives

and local unions. A 125th Anniversary Year pin will also be made available in the coming months.

Information Technology

General Secretary-Treasurer Wood reported that all aspects of the website that was developed for the 2017 Convention was made fully operational during the week preceding the Convention, including the paperless documents section. All aspects of the site worked well and were positively received by the delegates. Upon the conclusion of the Convention, various programs that had been developed were used to prepare delegate per diem and expense checks as well as various delegate reports.

Recently the General Office installed two upgraded firewalls to allow for better security as well as redundancy. Were one to ever fail, the network will remain fully operational.

Audited Financial Statements

In only a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2018 year-end review and, in keeping with past practice, the results will be published in the 3rd Quarter issue of the Official Bulletin.

The International continues to allocate substantial financial resources to organizing, training/education, and servicing our local unions, but the continued growth of our membership has resulted in revenue in excess of budget projections. The number of membership applications processed in the General Office during 2017 was 10,421 which was a historic record and surpassed the previous record established in 2016 by 5.6%. The total membership of the Alliance now stands at 138,396 which compares to 115,689 in January 2013, an almost 20% increase. The local unions have clearly adopted the Growth = Strength theme of the last Convention.

Local Union 2018 Supplies

The process of sending the 2018 supplies and membership cards to local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2017 and had purchased the full number of per capita stamps for 2017.

As of the commencement of this General Executive Board meeting, all but 35 of the IATSE's 368 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2018 supplies and membership cards.

Local unions that have not received their 2018 supplies

should contact the General Office to determine which issues need to be resolved.

Finally, General Secretary-Treasurer Wood reported the following additional pieces of Finance Department news:

Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. During 2017, royalty payments totaling almost \$220,000 were received;

The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular service and \$450 for a “rush” request, which must be processed within forty-eight hours. During 2017 almost \$1.2 million in fees were collected;

Finally, as was promoted on the inside back cover of the most recent Official Bulletin, as well as in the supplies packages sent to local unions, now available for purchase through the General Office are the “Union Behind Entertainment”, “IA Women’s Committee”, “Growth = Strength” and the newly designed “IA Pride” pins. General Secretary-Treasurer Wood reported that all four pins are being ordered in large quantities by local unions.

President Loeb emphasized the IATSE’s 20% membership growth, which is remarkable during the current political atmosphere, and thanked General Secretary-Treasurer Wood for the exceptional job he did at the 2017 IATSE International Convention.

A motion was made to accept the report of the General Secretary-Treasurer. The motion was seconded, and passed

REPORT OF THE BOARD OF TRUSTEES

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2017 through September 30, 2017 to the General Executive Board. Trustee Cota reported that the Trustees met in the General Office in New York City from October 31 to November 2, 2017 and reviewed the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their work.

APPEARANCE: LOS ANGELES MAYOR ERIC GARCETTI

The IATSE was honored to be welcomed to Los Angeles by Mayor Eric Garcetti. Mayor Garcetti began by recounting the unique and important role that Los

Angeles has played in our country’s storytelling tradition. Motion pictures are the modern day cave, they bring us together; spurn discussion, and share important narratives that propel us forward as human beings.

Mayor Garcetti then recognized the leadership of President Loeb and Vice Presidents Miller and Davis. He remarked that he had just returned from Washington D.C., and that during trying times, it is important to stay moored to your foundations. Noting that the story of the IATSE and the labor movement is the story of the middle class, Mayor Garcetti thanked the IA for its important work.

The City has recently come under scrutiny from the federal government because of its immigration policies, and Mayor Garcetti remarked that Los Angeles is proud to be a city that welcomes immigrants. Mayor Garcetti then shared some personal remarks about his own family’s immigration history. The Mayor’s grandfather was brought over the border from Mexico when he was an infant. He never finished high school, but earned his citizenship after serving in the military during WWII. After the war he learned a trade and became a union barber; opening a barber shop with the Mayor’s grandmother, who also worked as a union meat packer. The Mayor reflected on the importance of union jobs. They provide the means to raise a family and help pave the way for the next generation to excel.

Mayor Garcetti next discussed the film industry tax credits, noting that they are there to protect rank-and-file union member jobs in the industry. However, it is important not to rest on the volume of the work, but also to fight for better pay and working conditions. That is what being in a union is all about.

Wrapping up his remarks, Mayor Garcetti thanked the IATSE for all they do for the community, specifically mentioning the Alliance’s strong support of the #MeToo and Time’s Up movements.

President Loeb thanked the Mayor for his remarks, noting that Mayor Garcetti has proven by example what it means to be a leader, and the IATSE is lucky to have him as a friend.

CLUW 2017 CONVENTION

Representative Joanne Sanders reported on the 19th Biennial Convention of the Coalition of Labor Union Women (CLUW) held at the Detroit Marriott Renaissance September 6-9, 2017. The convention theme was “Women: Taking It to The Streets”.

Nearly five hundred delegates and observers were

registered for four days of education and activism. The agenda included a day of interactive workshops covering a variety of topics specific to women's issues in the workplace as well as those currently affecting communities because of the hostile political environment. Topics included Breaking Stereotypes, Beyond Bias, Elections 2018, Power and Inclusion, and Reviving the Labor Movement to name a few.

Thursday, September 7, marked the official Call to Order of the Biennial Convention. The Opening Ceremony kicked off at 8:00 a.m. with the parade of Chapters and Unions. The Presentation of Colors featured former Tuskegee Airmen and newly enrolled cadets.

A special panel discussion on "Young Women Leading the Way Into Our Future" was included on the agenda. The panel focused on how to better influence young women as activists, engaged in their community and in CLUW. Additional speakers throughout the convention included experts in workforce, legislative and women's issues.

Tefere Gebre, AFL-CIO Executive Vice President, addressed the delegates and described the restructuring at the AFL and its commitment to empower rank-and-file union members across the country and to educate all working people on the benefits of union membership. Other speakers included: Cindy Estrada, UAW International Vice President; Representative Brenda Lawrence, (D-MI 14), President Ron Bieber, Michigan AFL-CIO, and International Presidents Mark Dimondstein American Postal Workers Union (APWU), and Gregory Junemann International Federation of Professional and Technical Engineers (IFPTE). Senator Elizabeth Warren (D – MA), addressed the delegates by video. The convention was recessed briefly on Thursday afternoon so that CLUW delegates could join Restaurant Opportunities Center (ROC) and MI One Fair Wage at a rally at the Coleman Young Municipal Center on behalf of the more than 6 million tipped workers across the country who are women. It has been a practice of CLUW to engage in some form of activism at each of its conventions.

This year's convention also included the election of CLUW's National Officers. International Representative Joanne M. Sanders was nominated to serve as CLUW's National Secretary. The unopposed slate of officers included: Elise Bryant (Communications Workers of America), President; Carla Insinga (American Federation of State and County Municipal Employees), Executive Vice President, Judy Beard (APWU), Treasurer; and Bennie Bridges (American Federation of Government Employees), Corresponding Secretary. Sanders had previously served two terms as a National Vice President.

The Coalition of Labor Union Women is a national membership organization based in Washington, DC with chapters throughout the country. Founded in 1974, it is a constituency group of the AFL-CIO which is leading the effort to empower women in the workplace, advance women in their unions, encourage political and legislative involvement, organize women workers into unions and promote policies that support women and working families.

President Loeb congratulated Representative Sanders for her continued representation on the CLUW National Board and expressed appreciation for her long-standing representation of the International in CLUW. He reminded local unions about the work of this organization particularly in advancing women's issues in the labor movement and in the workplace.

COPYRIGHT COALITION IN CANADA

International Vice President and Director of Canadian Affairs John Lewis and International Representative Krista Hurdon reported to the General Executive Board on IATSE Canada's participation in the fight against piracy in the entertainment industry in Canada.

It was explained that the Canadian Federal Government and industry stakeholders are considering a new approach to the fight against piracy in the entertainment industry in Canada. IATSE's role in this initiative includes IATSE's participation as one of twenty interested industry stakeholders in the newly formed Piracy Coalition which includes labour, consumer groups and content creators.

In January 2018, the Coalition made a written application to the Canadian Radio-television and Telecommunications Council for change. The changes being contemplated include the creation of a website blocking protocol in Canada comparable to protocols already in place in many European Union countries which have been successful in limiting the frequency and volume of piracy in those countries. In support of this endeavour, Vice President Lewis and Representative Hurdon went to Ottawa in January 2018 to engage in the lobbying of Ministry of Heritage and the Ministry of Innovation, Science and Economic Development officials having oversight over copyright issues in Canada. IATSE's participation in and support of this initiative will continue with subsequent reports being made in due course.

International President Matthew D. Loeb expressed the IATSE's support of the work being done by the Coalition and confirmed the IATSE will continue to be active in the fight against piracy.

**DISASTER RELIEF:
HARVEY, IRMA, MARIA,
AND CALIFORNIA FIRES**

General Secretary-Treasurer Wood, Assistant Director of Motion Picture and Television Production Dan Mahoney, and Local 494 Secretary-Treasurer Mariella Navarro-Tejada reported upon recent IATSE natural disaster relief efforts.

The second half of 2017 saw a devastating number of natural disasters, which affected various parts of the United States. Three destructive hurricanes and several wildfires in California caused property losses and displacement for huge numbers of Americans, including many IATSE members and their families.

As with previous catastrophes, including Hurricanes Katrina and Sandy, the Trustees of the Walsh/Di Tolla/Spivak Foundation introduced an action plan that allowed the Foundation to accept donations from the International, local unions, and individual members. This has allowed the Foundation to distribute crucial funds to members in need.

Communications were sent to local unions in the affected areas explaining how to help their members seek assistance from the Foundation. Information was also distributed via social media.

Thus far over \$250,000 in contributions have been received and assistance of almost \$220,000 has been granted to eighty individual members living in Puerto Rico (Maria), Texas (Harvey), Florida (Irma) and California (wildfires). Additional requests continue to be processed by the Foundation.

Assistant Director Mahoney reported upon the particularly overwhelming disasters that hit Puerto Rico and the IATSE's responses. Hurricanes Irma and Maria struck the island within the first weeks of September 2017. Both storms were devastating and the lasting damage caused by Maria was unprecedented for Puerto Rico. The Puerto Rico power grid was destroyed and the island's communication infrastructure was wiped out. Clean drinking water was also virtually inaccessible to the residents of Puerto Rico.

In the wake of Hurricane Maria, the AFL-CIO and its Executive Council immediately planned a response. President Loeb and other members of the Executive Council formed an AFL-CIO rapid response committee. The committee was charged with implementing immediate, union-coordinated relief for Puerto Rico. President Loeb assigned Assistant Director Mahoney to be the IA representative on the AFL-CIO committee and to coordinate additional IA Locals' support. In the

days following Maria, IA Locals 494 and 600 connected with Puerto Rico AFL-CIO President Lole Rodriguez. Through the Puerto Rico AFL-CIO, IA members on the island began work on critical relief measures, including clearing roads and cleaning up debris.

Assistant Director Mahoney obtained a detailed list of much-needed supplies from Local 494. The list was posted on the IA website with detailed instructions for Locals wishing to ship supplies to Locals 494 and 600. Local 494 members set up a collection and distribution center at the Local's office. IA Locals and members throughout North America were immediately supportive and the Local 494 offices began receiving needed supplies.

The national AFL-CIO arranged to provide free bulk shipping of supplies directly to the port of San Juan. Philadelphia served as the collection point for all items to be shipped. Through the efforts of the IA and its Locals, a forty-five-foot shipping container was filled with supplies for delivery to our brothers and sisters in San Juan. Assistant Director Mahoney acknowledged the assistance of the AFL-CIO, the Seafarers International Union, and Teamsters Local 817 for their assistance. Teamsters Local 817 provided a tractor trailer to deliver fifteen pallets of vital supplies to Philadelphia. An additional ten pallets were packed at Local 8. IATSE Local One, Local 8, and Local 52 were all instrumental in this effort. In January 2018, electricity was finally reconnected to Local 494's offices. Monetary donations for our affected members and supplies from IA Locals across Canada and the U.S. have continued to reach the island.

Sister Navarro-Tejada reported on behalf of both Locals 494 and 600 that IA members in Puerto Rico have been sincerely appreciative of the efforts of our brothers and sisters. Following the hurricane, the Locals stood together in solidarity to provide refuge for affected residents of Puerto Rico and their families. With the support of the Walsh/Di Tolla/Spivak Foundation, the members have been able to put their lives back on track. IATSE members in Puerto Rico were deeply moved by the solidarity of the IA and will remain eternally grateful.

President Loeb noted that the International will remain committed to aiding brothers and sisters in need. In Puerto Rico, the American labor movement stepped up when other responses were lacking. Helping each other and the larger community is what our union is all about. President Loeb thanked those reporting, especially Assistant Director Dan Mahoney for his much-appreciated help. He concluded by suggesting that others continue to do their best to support the Walsh/Di Tolla/Spivak Foundation.

GOLF CHANNEL

Broadcast Department Director Sandra England, Associate Counsel Adrian D. Healy, and International Representatives Fran O'Hern and Steven Belsky reported on conclusion of collective bargaining negotiations with Golf Channel. The IA has represented technicians working on Golf Channel remote broadcasts since 2013. The IA prevailed in a decertification election in 2015, which was scheduled for a rerun due to election irregularities. In August 2017, the National Labor Relations Board (NLRB) completed its rerun, which the IATSE won with a two-thirds majority of votes. Starting in May 2017, Golf Channel and the IA initiated negotiations for a new collective bargaining agreement.

After meeting for multiple bargaining sessions over nine months, the company was unwilling to compromise on several matters that were important for the unit technicians. The IA had several goals in these negotiations. The bargaining committee principally wanted to increase health contributions, restore wages that were lost due to a payroll change, and increase wages in crafts where pay was below comparable industry rates. In January 2018, after two unsuccessful attempts to ratify proposed contracts, an overwhelming majority of the workers voted to authorize a strike. With no new progress on an acceptable contract, the union went on strike during the second weekend of January. Crew members at various Golf Channel tournaments did not report. The company continued talks as the strike continued into a second week. The workers remained strong and ultimately the company offered a settlement proposal, which the workforce ratified by a large margin. The new contract, which became effective January 24, 2018 includes thirty-seven percent increases in health contributions retroactive to June 2017, one-time bonus payments to mitigate additional health costs, restored overtime payments, a cash ratification bonus, wage increases for the next two years, and additional wage gains in the first year ranging from five to ten percent for individuals in certain classifications that were paid below industry norms. This could not have been achieved, this good outcome, without the employees standing together to build a solid union in their workplace.

Department Director England noted that other AFL-CIO broadcast unions supported our efforts during the strike. She thanked President Loeb, the IATSE's broadcast members, the West Coast Office, Locals 80, 122, 600, 695, 700, and 800. All provided valuable support and assisted with picketing activities in California. She also thanked Local 665 in Hawaii, which provided much-needed support on two different Hawaiian Islands for the duration of the strike. The workers at Golf Channel have a more secure future because of these efforts.

President Loeb thanked those reporting. This company has not acted with cooperation and fairness and its past decisions will continue to affect its reputation in the future. This was a job well done and the technicians at Golf Channel will continue to receive our support and the protections of an IATSE contract.

GRIEVANCE SETTLEMENTS & WALSH/DI TOLLA/SPIVAK FOUNDATION SETTLEMENTS

Paul Moore, Local 700 Eastern Executive Director appeared before the Board to report upon the beneficial outcomes of recent successful grievance settlements. Brother Moore reported that in late 2016 he was reading an entry in the IATSE's Official Bulletin concerning the Walsh/Di Tolla/Spivak Foundation. Around that time, he was also processing a grievance involving a claim that a signatory employer failed to cover certain work within Local 700's jurisdiction. Under the circumstances, there was no obvious individual recipient for wage and benefit reimbursements or a similar monetary award. He suggested that the employer settle the matter by making a compensatory payment to the Foundation. The employer agreed and two days later, he had a check payable to the Foundation for the amount requested. In October 2016, a similar grievance arose and was resolved in the same way. Since then, Brother Moore continued to grieve circumstances involving production companies that did not cover people within Local 700's jurisdiction. He has maintained his push for settlements, short of arbitration, which should serve as an influential deterrent against this conduct. He noted that to date, settlements totaling approximately \$90,000 have been contributed to the Walsh/Di Tolla/Spivak Foundation. Typically, settlement monies are paid from employers' payroll deposits. Brother Moore thanked Jennifer Triplett at the IATSE General Office for her assistance in pursuing these funds, which will benefit the members of the Alliance.

President Loeb remarked that this is a suitable and appropriate way of settling grievances where no identifiable recipient would receive the benefit of a compensatory award. It is critical that we continue to ensure that employers comply with their collective bargaining obligations. These settlements will have wide-ranging impacts. He reminds members that the International has its own charity, the Walsh/Di Tolla/Spivak Foundation; Thus, if members wish to make charitable donations they may contribute to the Walsh/Di Tolla/Spivak Foundation, which will have added funds to support IA members and their families in a variety of ways. He commended Brother Moore for his exemplary work, which the IATSE's members will certainly appreciate.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Daniel Di Tolla, Michael J. Barnes, John M. Lewis and James J. Claffey, Jr., International Trustee Patricia A. White, Co-Director of Stagecraft Anthony DePaulo, Assistant Director of Stagecraft D. Joseph Hartnett and Representatives Peter Marley, Christopher “Radar” Bateman and Stasia Savage updated the Board on the activities in Stagecraft since the Summer Board meeting in Hollywood, Florida.

As will be reported elsewhere, the Canadian Department is actively engaged in a number of organizing campaigns and assisting eleven local unions in bargaining. The highlight of this activity was the overwhelming victory achieved by Local B-173 when it won a three-way vote against the Canadian Union of Public Employees, the largest union in Canada, and a non-union option to secure the bargaining rights for 265 front-of-house employees working at the three theatres and managed by the City of Toronto. The level of support by the members of the Local, and other Toronto IA Locals was inspiring. A separate report will provide more details on this important victory.

The International recently concluded negotiations for the renewal of the International agreement with PDK, which services a number of venues throughout Southern Ontario. The International was first introduced to PDK when Spectra Venue Management took over the management of the Oshawa General Motors Arena and PDK had been the labour supplier. The venue fell under IA jurisdiction the employees of PDK were brought into membership to continue servicing the venue and the International subsequently entered into an agreement with PDK for all their other work in non-union venues.

This is the third renewal of the agreement with PDK. It is for a three-year term, with substantial rate increases. In addition to the rate increases, the deal also sees improved overtime structure, over-scale rates for out-of-town work, reinforced meal penalties and an increase to retirement contributions. The General Executive Board ratified this agreement in December of 2017.

Canadian Pink Contracts

The International has completed bargaining with thirteen of the sixteen signatory companies to the IATSE Canadian Pink Agreement. The remaining three companies will conclude when preparing to tour. The International continues its outreach program to Canadian traveling tours, with representatives meeting the crews of every touring production.

Local Union reports

The International is continuing to compile Local Stage agreements in Canada and input them into the International Database. To date, the Department has provided 156 local union agreements. Now, the Department is working with IT Administrator Jimmy Rainey and WinMill to install alerts to give notice 120 days prior to the expiration of the Local agreements.

This exercise identified other areas in which the International can collect, and make readily available, data relating to our local unions.

This information will be updated on a regular basis and tracked with the goal of helping the Canadian Department better identify opportunities to assist our local unions and manage the International’s resources more efficiently.

Representative Bateman reported on his assignment to assist Local 15 in its organizing efforts with Rhino in the Pacific Northwest. After numerous legal challenges, Local 15 has prevailed in its efforts to be the certified representative of Rhino riggers. Working in conjunction with Locals 28, 93 and 675, Local 15 has constituted a bargaining committee comprised of Rhino riggers and is preparing for negotiations. Representative Bateman also reported on his assignment to work on organizing with Local 51 in Houston, TX. The Local has hosted several Continuing Organizing Membership Education Training (COMET) sessions. Representative Bateman also reported on his assignment to assist Local 205 in their organizing efforts at the Zach Theater. The Local filed an Unfair Labor Practice (ULP) alleging discriminatory firing of one of the union supporters. At the same time, the Local sought support from local politicians. The ULP was settled in favor of the fired worker with back pay and reemployment. The city council also expressed its support. Representative Bateman reported on the successful conclusion of negotiations between Local 28, Portland, OR and the Moda Center. The Local was successful in obtaining wage and benefit increases while fending off concessionary demands by the employer. Representative Bateman reported on the growth of Local 154, Ashland, OR. The Local is aggressively protecting its contract with the Oregon Shakespeare Festival and continues outreach to unrepresented workers employed by the Festival. The Local is also obtaining employment for its members from other theatrical employers in the area. Representative Bateman also reported on his organizing efforts with Locals 7 and 719 in Denver, CO. Those Locals won an election to represent the regional theater employees of the Denver Center for the Performing Arts. During the negotiations for a first contract, the Locals obtained significant improvements in wages, benefits, and conditions.

Assistant Director of Stagecraft Hartnett reported for Special Representative Dave Garretson. Assistant Director Hartnett reported on the successful conclusion of the negotiations between Local 60 and SMG covering the Saenger Theater and the Pensacola Bay Center Arena were concluded successfully. The new contracts include improvements in wages and overtime conditions as well as the expansion of premium pay provisions. In addition to Local 60, Representative Garretson also assisted Local 635 with the Guns N' Roses stadium concert at Wake Forest University in Winston Salem, NC. This was the first concert at the University in over thirty years. Local 635 referred over 300 workers for the event and was recognized by all parties for its professionalism.

Representative Stasia Savage reported on successfully concluding negotiations for a first contract between Treasurers and Ticket Sellers Local 757 and the Michigan Opera Box Office. These negotiations followed a victorious representation election. The workers are excited to become members of the IATSE. Representative Savage also reported on the filing of a representation petition on behalf of workers employed by Palace Sports and Entertainment at three venues in Detroit, MI. Prior to opening the hearing for the petition the employer notified the National Labor Relations Board that they were going out of business and that the successor taking over the venues was an employer to Local 38 contracts. Representative Savage reported on negotiations with the Century II Convention Center. After reaching a tentative agreement with the Center, the city council rejected the agreement based on objections of several tenants of the venue. The Local is in the process of addressing those tenants' concerns and resubmitting the agreement for approval. Representative Savage reported on her assignment to assist Local 731 in negotiations with the Mount Rushmore Convention Center. The agreement had not been updated for some time and the employer attempted to terminate the relationship with the Local. After discussion, negotiations are back on track to update the agreement.

International Representative Peter Marley reported on his bargaining assistance to Local 33 and the Pasadena Playhouse; Wardrobe Local 784, Team San Jose and the San Francisco Ballet; Wardrobe Local 874 and the California Musical Theater; Local B18 and the San Francisco Giants; Local 415 and the University of Arizona; Local 107 and Oracle Arena. All negotiations were successfully concluded with new contracts containing significant improvements for the workers. Representative Marley also reported on assisting Local 611 in negotiations with Sunset Cultural Center. The Center announced its intention to subcontract stagehand work to a third-party vendor. The Local successfully negotiated severance

payments for displaced workers and minimum wage for any subcontractors awarded the work. Representative Marley reported on Local 504's victory in a representation election with the Musco Center. Negotiations have commenced and are progressing. Representative Marley also assisted Local 923 in a discharge grievance. The Local was victorious and the member was returned to work with backpay. Representative Marley also reported that he continues to serve as the Vice President of the L. A. County Labor Federation.

Assistant Director of Stagecraft Department D. Joseph Hartnett reported on negotiations between Wardrobe Local 787 and the Pittsburgh Opera. The new agreement addressed long-standing shortcomings involving the Head and Assistant Wardrobe Supervisors. They will no longer be paid on a day rate but will receive hourly compensation including overtime. Other workers achieved health contributions for the first time in addition to wage and conditions improvements. Assistant Director Hartnett also reported on negotiations between Treasurers and Ticket Sellers Local 862 and the Pittsburgh Cultural Trust. The membership unanimously ratified the new contract.

Assistant Director Hartnett reported on his assistance to Local 69 in their negotiations with JSAV for work at the Cannon Center for the Performing Arts in Memphis, TN. The company attempted to replace Local 69 members with unrepresented workers. Unfair Labor Practice charges have been filed and other legal actions are being contemplated. Assistant Director Hartnett noted for the Board's information his attendance at the AFL-CIO Organizing Institute Training and the number of Locals that have requested and received COMET Training.

Co-Director of the Stagecraft Department Anthony DePaulo reported on the state of the road. The number of non-League tours continues to grow and they have sent out higher-tiered tours versus 2016-2017. The Department continues its outreach program by having Representatives visit touring productions. The Department is also improving its outreach to ACT members with digital communications.

Co-Director Daniel Di Tolla reported on Danny Wimmer Presents (DWP). DWP is a festival producer that presents thirteen multi-day music festivals throughout the United States, six independently and seven in partnership with AEG. Five of the festivals have been done under contract. The International was successful on the organizing of Mountain Productions rigging installation division, Co-Director Di Tolla reported that the company installs permanent mounting systems for lighting and public-address systems in arenas and stadiums. The agreement covers those workers traveling

with the company and any local hires they require. Co-Director Di Tolla reported on the national agreement with Warner Brothers to cover projectionists employed on the 70MM presentation of the movie “Justice League”. This is the third contract for 70MM projection executed in the last year. Finally, Co-Director Di Tolla reported on his attendance at the Event Safety Alliance Summit.

Vice President Barnes reported on the Local 917 contract with five Atlantic City casinos (Ballys, Caesars, Resorts, Golden Nugget and Tropicana) expired June 30, 2017. Local 917 has requested International assistance over the past four negotiating cycles in 2008, 2011, 2014 and 2017. Each of the past bargaining cycles had unique challenges including spitting from a joint representation status with the Operating Engineers, to Hurricane Sandy to the closing of five of the Atlantic City’s twelve casino properties. This bargaining cycle was ordinary by comparison. Local 917 achieved significant annual wage increases, improvements in holidays and quality-of-life conditions. Local 917 overwhelmingly ratified the deal for Ballys, Caesars, Resorts and Golden Nugget who bargained as a group as well as for Tropicana agreement.

Local 917’s Officers were well prepared and did an excellent job including the membership throughout the process. While the casinos bargained separate agreements, the Local was successful in keeping the five casino contracts in line.

Vice President Barnes reported the agreement between the International and Tri-State Staging covering the Rehearsal Hall at Rock Litz in the jurisdiction of Local 283 and various locations in Philadelphia in Local 8’s jurisdiction expired September 30, 2017. To prepare for bargaining, they visited the crew working at Rock Litz in Litiz, Pennsylvania. The crew through their self-appointed bargaining committee submitted their proposals to the Employer, Tri-State Staging. The agreement was approved by the General Executive Board. In summary, the crew will receive yearly increases, increased minimum calls improvements in overtime and staffing language.

This agreement has been a tremendous success and has firmly established an IATSE presence in what has become the epicenter of rock-and-roll production in the country. The wage and condition improvements will enhance the existing agreement significantly.

Vice President Lewis reported on the Stagecraft activities in Canada. These include concluding negotiations for new contracts with PDK, a labor provider in Southern Ontario, and thirteen of the sixteen employers signatory to the Canadian pink contract. He also reported on the Canadian office’s efforts to catalog all local union contracts and local unions’ involvement in training and activism.

President Loeb observed that the report was extremely extensive but is a mere snap-shot of the Department’s jurisdiction. He complimented Local 51 for the steps it is taking to shore-up and to secure jurisdiction in the 4th largest city in the United States, remarking that Local 51 must continue to organize its jurisdiction in order to ensure its rightful place as the entertainment union in greater Houston. President Loeb charged every stagecraft Local to take on non-union labor providers in their jurisdiction. He stated bluntly that doing nothing is not an option. Local unions should immediately contact the Stagecraft Department for assistance in organizing—internally (e.g. COMET Training, “Why Unions Still Matter”, etc.) and externally (non-union labor providers, non-union venues, etc.) The International will coordinate organizing efforts; but local unions must reach out to the Department. President Loeb charged the stagecraft Locals in Canada and the United States with organizing their jurisdictions which will expand and strengthen their imprint. He challenged every stagecraft Local to organize as many non-union employers as they identify over the next four years, remarking that he looks forward to hearing such reports at upcoming GEB meetings. He concluded by crediting the efforts of the Department.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., with International Vice President and Director of Canadian Affairs John M. Lewis, Assistant Directors Daniel M. Mahoney and Vanessa Holtgrewe, and Representatives Steve Aredas, Scott Harbinson, Steve Kaplan, Ron Garcia, and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting.

Vice President Miller reported to the Board regarding the status of the Motion Picture and Television industry. He discussed the pending merger of Disney and Fox, which has the potential to significantly change the industry. Prior to the merger announcement, Disney indicated that it would be creating its own streaming service to rival Netflix and others, indicating a continued high volume of production as Disney and Fox create a content library for its streaming services. Disney had previously announced that it was removing Disney content from Netflix. Given Disney’s massive library of classics, and purported new series in development based on beloved franchises, Disney is positioning itself to compete with Amazon, Netflix, and Hulu for viewer’s eyeballs and wallets.

AT&T’s purchase of Warner Brothers has been held

up by the Trump Administration. Comcast completed the purchase of NBC/Universal some time ago. Several other traditional Studios are rumored to be acquisition targets as more tech companies pursue entertainment companies to provide content.

Streaming video continues to evolve. Netflix recently produced its first “blockbuster” style feature, “Bright”. The Trades have reported that in the first three days of release on Netflix, and in a few select theaters, the movie was viewed more than 11 million times. “Bright 2” has already been greenlit. More content means more work for IATSE members, and the Department will continue to track the details of these productions as it relates to the International’s agreements and the treatment of new media. The Department is monitoring these developments and any impact on International collective bargaining agreements and the Motion Picture Industry Benefit Plans.

Vice President Lewis addressed Canadian affairs. The International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements include the BC Master Agreement, the Local 873 Term Agreement, and the Local 411 Term Agreement. There are now 378 companies which are signatory to the Canadian Binder Agreement and 184 to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and many jurisdictions have seen record breaking numbers of productions. There were 272 signatory productions under IA agreements in Canada in 2017.

The Department continues to work with Canadian Locals to encourage producers to shoot under International collective particularly in British Columbia.

In Toronto, Local 873 secured agreements with 41 US productions for a total production value of \$911 million. This represents 100% of US-based productions shooting in Toronto and 72% of total productions. In British Columbia, Local 891 was able to secure agreements on 83 productions while other rival organizations were limited to 11 productions, which were mainly lower budgeted. The bigger concern in British Columbia is the rise of non-union productions. Local 669 has been very active in organizing in excess of 50 low-budget productions in each of the last three years.

The two largest agreements in Canada, BC Master Agreement and the Local 873 Toronto Term Agreement, both expire on March 31, 2018. As will be reported separately, Local 873 was able to conclude a new

term agreement with the Alliance of Motion Picture and Television Producers in December. It is a strong agreement which followed the industry pattern and was ratified by the members in January. The BC Council is starting its bargaining with the AMPTP and the Canadian Producers Association on the Monday following these General Executive Board Meetings. The International assisted Local 873 and will be assisting the BC Council as well.

Finally, Vice President Lewis made note of two non-bargaining initiatives coming out of British Columbia:

1. Mental Health & Addiction in the Workplace Working Group

British Columbia has experienced very high rates of accidental overdoses and suicides, and the film industry has not been immune, with many recent deaths of union members. In May of 2017, five BC film unions (IATSE Locals 669 and 891, the Directors Guild of Canada, the Union of British Columbia Performers (UBCP), and the International Brotherhood of Teamsters) came together to explore how best to reach out to its members, with resources for addressing mental health and addiction in the workplace. A working group was formed to develop a joint education and communications plan with the shared goal of changing workplace cultures, with funding from the five unions. In conjunction with two providers of Employee and Family Assistance services, a website, communications materials, and training for both union staff and members are being developed.

2. Reel Green/Carbon Literacy course

Reel Green was started in 2006 as a grassroots initiative to provide resources on sustainable production practices and engage those in the BC motion picture industry to reduce their environmental impact. In 2017, a group of thirteen BC film industry partners (unions, studios, suppliers, employers, and Creative BC) expanded Reel Green with a financial commitment to enable the development and provision of further education tools.

New projects for Reel Green include Carbon Literacy courses, which are free of charge for anyone in the industry, online education tools, a website (reelgreen.ca), and newsletter. Long-term projects include a certification program similar to that in the United Kingdom (ALBERT), and the expansion of Reel Green initiatives across Canada. In a recent lobbying meeting, the Federal Department of the Environment expressed keen interest in these efforts and further dialogue is planned in the future for possible financial support.

Assistant Director Holtgrewe reported on the Motion Picture and Television Department's effort to insure that term signatory companies are carefully vetted and evaluated. The vetting and evaluation process protects our members from potentially unscrupulous employers.

Assistant Director Holtgrewe also reported on developments in reality television. This past fall she met with representatives of ITV along with Representative Trachtenberg, and IA Counsel White. ITV is a massive international company that produces a large amount of scripted and non-scripted content around the world. ITV sought an agreement with the IA for its new singing competition show "The Four". The IATSE was able to secure a strong agreement with ITV on "The Four", with high benefit contributions, compounding meal penalties, triple time after fifteen hours worked, enhanced daily and weekend turnaround, and strong restrictions on subcontracting. In addition, the IATSE was able to secure agreement on another low-budget basic cable non-scripted ITV show.

Finally, Assistant Director Holtgrewe reported on the successful organizing of an ultra-low budget traveling reality show for basic cable called "Football Fanatic." Local 700 led this organizing effort with the post-production crew and, after collecting signed representation cards and filing a petition for recognition, the company agreed to negotiate, and the production is now under agreement. These types of small productions are notoriously hard to organize, so this was a good win for both the post crew and the traveling production crew members.

Representative Trachtenberg reported on the importance of deposits and communication within the Department, especially for low-budget productions. An example is the production "El Chicano" that shot in Alberta, Canada. The shoot came to Los Angeles for three days, but the company failed to properly pay the LA-based crew. The West Coast Office reached out to International Vice President Damian Petti in Alberta, to coordinate collection efforts. The International and Local 212 continue to work on an acceptable resolution of this issue.

During the second half of 2017, the IATSE released 52 deposits that were on hold. Currently, the IATSE has deposits for 266 projects. At its height, the total amount being held, primarily by the payroll companies as protection for IATSE members, stood at \$75 million.

Representative Trachtenberg reported that the second half of 2017 remained busy as the IATSE continued to organize productions in all budget ranges and types of production. Representative Trachtenberg described the efforts to organize a two-day, non-union

"Heineken" commercial. The strike lasted for half a day and the International was successful in signing Kiss and Tell LLC to the Independent Commercial Agreement. Thanks to members calling in their jobs, this company is now a term signatory.

Finally, Representative Trachtenberg discussed the successful effort to bring Rebel Way Entertainment, Inc., under a term deal.

Representative Kaplan then explained that, shortly after the 2017 Quadrennial Convention, he joined Assistant Director Holtgrewe and International Representatives Julia Neville and Mark Kiracofe, as well as representatives from Locals 600, 800 and 839, at the 2017 SIGGRAPH conference for computer graphics and interactive techniques held in Los Angeles. During the SIGGRAPH conference, the union representatives met and engaged with members of the VFX community, attended panel discussions, and led a session about the unionization of the industry. These discussions were open to all conference attendees and meant to be informal presentations and discussions for people with shared interests and goals.

In 2017, the IATSE became a sponsor of the Spark Computer Graphics Society. The organization's mission is to support the Vancouver animation and visual effects community through community events. In October of 2017, Representatives Neville and Kaplan attended the Spark Animation Expo. The Job Fair portion of the conference hosted twenty-three local animation and visual effects studios. Having a presence with the local employers in this festival helped to normalize the perception of having a union in this industry. This event helped to raise awareness of the benefits of working under an IATSE agreement for employees working at the major studios in town.

In November, Representative Kaplan supported Local 839's presence at the Creative Talent Network (CTN) Animation Expo held at the Burbank Marriott Hotel. Much like the Spark Animation Festival, the CTN Animation Expo is an extremely popular week-long festival that draws both enthusiasts and professionals together to celebrate and support the animation industry. Attending the festival gives union representatives another opportunity to interface with animation and visual effects enthusiasts and professionals and continue to raise awareness of the union in the industry.

Representative Kaplan then discussed organizing efforts of game development technicians. Kaplan reported that the response from the group to the IATSE's involvement was positive and he continues to work with this group.

Representatives Neville and Kaplan continue to support the efforts of the Art Babbit Appreciation Society in Vancouver.

Representative Harbinson reported for Representative Jamie Fry. In October, the union was made aware that a non-union low-budget feature film called “Mustang” was prepping in Carson City, Nevada. Because of the location and proximity to both Las Vegas and Los Angeles, the crew was largely made up of people from those areas. Locals 44, 80, 600, 695, and 800 were instrumental in compiling information, authorization cards, and ultimately organizing the production. In addition, the union started a vigorous social media campaign in conjunction with the Communications Department to ensure the lead actors in the production were aware that the crew was working without a contract. IATSE Young Workers were especially active in spreading the word online. Thanks to the solidarity of the crew, and the support of the Locals, the union was able to negotiate an agreement appropriate for the budget, and the crew went back to work; another successful example of “growth equals strength”.

Representative Harbinson then discussed organizing efforts in the southern United States. Due to numerous successful organizing drives over the past two years, producers are now eager to avoid costly work stoppages. As a result, during the last six months, the IATSE has had only two organizing drives in Georgia. Yet during this period, the overall amount of production has increased, now done under IATSE Agreements.

In Louisiana, as the film incentive has begun recovery, production is steadily returning. Along with the mainstays come those who seek to use experienced IA crews without affording them employer-paid healthcare and the work rules that provide for a safe, humane workplace. The IA has had two organizing campaigns in Louisiana over the past six months; the first was a low-budget feature in Baton Rouge, and the second a short pilot in New Orleans. Both productions were brought under IA agreements. Representative Harbinson then discussed organizing efforts in Alabama and Kentucky.

Assistant Director Mahoney reported on the volume and scope of the projects brought under the various Project Agreements executed over the past six months. The sheer number of Agreements highlights the increased amount of television series and new media projects in production.

Representative Aredas then reported on the IATSE’s auditing program. The IATSE randomly audits several productions on an ongoing basis. The majority of current IATSE audits are for motion picture and television productions. However, with the proliferation of New Media productions and their different and more

complicated revenue streams, audits are also being conducted on content made for streaming services. Currently there are ten audits in progress. Six inspections were completed during the last six months. None of the audited productions exceeded their budget tiers.

Representative Aredas also reported that productions are self-reporting that they have exceeded the applicable budget caps of the Low Budget Theatrical Agreement and are in the process of making the required retroactive wage adjustments.

Representative Aredas also reported that commercial production continues to be strong throughout the United States, providing ample work opportunities for IATSE members. Currently, there are 384 IATSE commercial signatories. Four new companies have been organized over the past six months. A notable example was a large four-day commercial filming in Los Angeles with a crew of 40. After an hour-long strike, the Company signed the Independent Commercial Agreement.

Representative Aredas then discussed recent efforts to enforce the provisions of the Commercial Production Agreement. In Washington state, Local 488 alerted the International to a large Washington State Lottery commercial being filmed by a non-union company which turned out to be a shell company for a signatory employer. A grievance was filed and, in the end, the company agreed to settle for a signatory monetary amount.

In June, the IATSE filed an unfair labor practice charge with the NLRB against a company that was double-breasting by shooting non-Union commercials in New York and Los Angeles using an alter ego production company. Almost immediately after the charge was filed, the signatory company reached out to negotiate a settlement. As a result of this effort, tens of thousands of dollars in wages and benefits will be paid to the IATSE members that worked on these commercials.

Vice President Miller reported on the ongoing dispute with the AICP concerning coverage of Production Office Coordinators and Assistant Production Office Coordinators in commercial production. The International and Local 871 have filed grievances against numerous commercial producers, alleging that they are in violation of Appendix D of the Commercial Production Agreement. After negotiations with the AICP, the IATSE determined that we would arbitrate two of the grievances, against Biscuit Filmworks and Radical Media, and hold the others in abeyance. The employers have continuously delayed the arbitration process by rejecting proposed dates, requesting continuances, and other tactics. Two days of arbitration have been completed in the Biscuit hearing,

with President Loeb testifying on the first day, and the parties are scheduled to begin the Radical hearing at the end of February.

Vice President Miller then reported on a resurgence in music video production. The IATSE has signed several new Music Video Production Agreement signatories in the past year.

Vice President Miller next reported on the status of the major IA motion picture and television agreements. The Basic Agreement bargaining schedule has been confirmed and will commence in March. The West Coast Studio Locals and the IA have held regular meetings in preparation for negotiations and the IATSE is currently reviewing and compiling the final proposals.

The Area Standards Agreement expires at the same time as the Basic Agreement and those negotiations have been scheduled for Los Angeles in April. Proposals have been submitted by the Locals and are in the process of being finalized. The affected Locals met this week with President Loeb and the MPTV Department to discuss the priorities and approach for these negotiations.

In conclusion, Vice President Miller recognized the hard work of the MPTV Department and all of the affected Locals. He noted that there has been record levels of employment as the motion picture and television industry continues to create more content than ever before. All of the Locals with motion picture and television jurisdiction have been directly or indirectly impacted by this content boom. Recognizing that as a result of our recent Convention "Growth Equals Strength", each Local has stepped up to address the challenges that the current environment provides.

President Loeb thanked the Department for its report. He recognized Vice President Miller for his work running the Department, and credited the Locals for working well with the Department. The antidote to any on-going issues in the industry is to organize and bargain strong contracts.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Tradeshow Department Director William E. Gearns, Jr. along with International Vice President C. Faye Harper, International Trustee Carlos Cota, and International Representatives Mark Kiracofe, Donald Gandolini, Joanne Sanders, John Gorey and Jim Brett provided the following update of Departmental activities since the Board last met in Hollywood, Florida in July 2017.

The Department has assisted a broad swath of local unions with their respective collective bargaining negotiations, including, Locals 7 (Denver), 17 (Louisville), 31 (Kansas City), 50 (Sacramento), 53 (Springfield), 99 (Salt Lake City), 107 (Oakland), 126 and 127 (Fort Worth and Dallas), 197 (Knoxville), 415 (Tucson), 423 (Albuquerque), 720 (Las Vegas), 834 (Atlanta), and 835 (Orlando). Indeed, this group represents the scope and depth of the Department's collective bargaining agreements. Except for the Local 99 contract which will be discussed below in more detail, each of the above collective bargaining agreements achieved industry-standard increases in wages and benefits. Specifically, regarding Local 99, the contract with Spectra Management Group provides substantial wage and benefit increases to covered workers.

The Department also made note of the following in their reports. The Convention industry in Denver (Local 7) is experiencing an economic boom with the addition of Outdoor Retailer's three annual shows in 2018 and the opening of a new Gaylord property in September. The Local is projecting 90,000 hours of additional employment this year. The Officers are actively recruiting and training workers in order to meet the increased demand for skilled labor. Local 17 added Martin Luther King, Jr. Day as a holiday to its agreement. Local 31's efforts in contract enforcement resulted in it and Fern resolving their grievances concerning the promotion process. Local 53 has organized the freelance video production employees employed by MGM Resorts which has strengthened the Local's bargaining position in its negotiations at the Mass Mutual Center, giving real meaning to the Quadrennial Theme "Growth = Strength." Likewise, Local 107, fortified its bargaining position at the Oakland Marriott Convention Center by organizing technicians employed by Audio Visual Management Solutions, the former in-house provider at the Convention Center. During the negotiations for a first contract, AVMS laid off all the technicians. Because Local 107 had fortified its position by organizing the workers, the successor employer has entered negotiations with the Local for all the convention work. The Local blocked all avenues for a non-union workforce. Moreover, Local 107 brought all the AVMS employees into membership and is securing work for them not only at the convention center but also in other of the Local's workplaces. Local 107's well-executed strategy is further proof that "Growth = Strength."

The Department updated the Board on Local 415's unfair labor practice charges against Conference Services International and was pleased to advise that the complaint against CSI settled with a collective bargaining agreement and backpay for twenty-three workers.

Similarly, in its negotiations with Fern, Local 720 was successful in resolving a grievance on behalf of more than twenty workers and securing an additional contractual holiday. Local 835 settled four grievances, resulting in a significant monetary award for the grievants.

The Departmental update in organizing is equally favorable. The continued cooperation has insured amongst Southern California local unions and their respective Business Agents, including: Locals 33 (Bill Ford); 122 (Richard Disbrow); 614 (Robert Szoke) and 504 (Sam Bower) have ensured that freelance, audio-visual-technician work under the International's agreement with Coast 2 Coast continued to operate at a high caliber. Notably, the bargaining parties all met prior to one of the C2C's big events in the fall to shore up any weaknesses; reinforce their strong points; and expand the pool of qualified technicians. These changes proved to be effective and no IATSE-represented positions were lost or compromised to non-union labor crewers. In all, the calls covered eleven days from October 26th through November 5th, 2017. Every call was filled and the quality of the crews was outstanding. On peak days, between 500 and 750 workers were employed. On show days at least 250 were employed.

Regarding Tradeshow Industry Events, Representative Kiracofe assisted in facilitating the installation of the IATSE exhibit at SIGGRAPH (Los Angeles, CA); Live Design International (Las Vegas, NV) and International Association of Exhibitors and Events Expo! Expo! (IAEE) (San Antonio, TX).

In late November 2017, Representatives Gandolini, Kiracofe and Sanders attended the Exhibition Services and Contractors Association (ESCA) Annual Business Meeting in San Antonio. ESCA's numerous committees convene in advance of the business meeting which has been rebranded as an awards ceremony. Representative Gandolini has served as Co-Chair of ESCA's Labor Management Council for the past two and a half years. His term of office has expired but he will continue to serve as a committee member. During his term, he was instrumental in developing ESCA's Customer Service Training as well as setting policy for much of the interaction between show managers, exhibitors and workers on the show floor.

The ESCA meeting is held in conjunction with the IAEE Expo! Expo! The International regularly participates in that trade show, staffing the IATSE exhibit. It provides an opportunity to network with many of our general service contractors. Local 76 provided the labor for the event which was a total success.

Vice President Faye Harper and International Representative Dan'l Cook attended the Experiential

Designers and Producers Association (EDPA) conference in Carlsbad, CA November 29th through December 1st. The EDPA serves as a network for groups engaged in face to face customer experiences like tradeshows, corporate events and other forms of entertainment. The group produces industry education programs and networking events throughout the year. This year's EDPA agenda included a Management Issues Forum covering safety at show site, customer service, and subcontracting. The CFO Roundtable, included a discussion about industry trends and changes, offering business models to address current issues.

Finally, the Department has conducted training/ education seminars for the following Locals:

AV Essentials

- Local 8 Philadelphia
- Local 13 Minneapolis, St. Paul
- Local 15 Seattle
- Local 27 Cleveland
- Local 28 Portland
- Local 274 Lansing
- Local 321 Tampa
- Local 336 Phoenix

Corporate Campaign Training

- Local 107
- Local 122

Customer Service Training

- Local 28 Portland
- Local 31 Kansas City
- Local 76 San Antonio
- Local 127 Dallas
- Local 415 Tucson

In addition to the training delivered by the Department, Representatives also attended training. Namely, Representatives Cota and Gorey attended the Officers' Institute in Los Angeles. The Department also recently developed an Orientation for New Tradeshow Representatives. Representative Gorey attended this training after joining the Department.

Canada

PSAV

In October of 2016, IATSE Local 58 - Toronto filed its first application for certification seeking to represent all full-time and part-time PSAV employed at the Sheraton Centre Toronto. Based on the response filed by PSAV, and in particular the number of employees identified on the employee list by PSAV, Local 58 made a strategic decision to withdraw this first application.

In January 2017, Local 58 filed a second application for certification against PSAV seeking to represent all house crew audio-visual technicians and riggers regularly employed by PSAV at the Sheraton Centre. The bargaining unit sought by Local 58 was aimed at securing bargaining rights for all full-time regular and part-time regular audio-visual technicians working only at PSAV's Sheraton Centre location. PSAV took issue with the bargaining unit sought by the Local, and in particular, the Local's attempt to narrow the bargaining unit description to only one of the alleged 19-plus PSAV venues in Toronto. Given the nature of the dispute, all ballots cast by voters have been segregated and the ballot box sealed.

In September 2017, after four days of hearings at the Ontario Labour Relations Board, the Board issued a decision confirming the appropriateness of the Local's single venue bargaining unit. PSAV immediately filed a lengthy request for reconsideration, seeking to have the Board overturn its original decision. The Local filed detailed submissions in opposition. In December 2017, the Board issued a decision denying PSAV's request for reconsideration and confirming its original decision. It remains open to PSAV to file for judicial review of the Board's decision but no such application has been filed to date.

The parties are now in the process of determining the number of employees that are properly on the PSAV employee list at the Sheraton Centre. At issue is the employee status of 71 individuals in addition to the 14 employees that are already agreed to be on the employee list. To date, the parties have filed detailed and lengthy submissions on the employee list issue. Additional hearing dates to finally deal with this issue are likely to be scheduled in the spring of 2018. Once the disputes over the employee list are finally determined by the Board, the Local expects the ballot box will be opened and the votes cast counted. The Local is confident it is well positioned for a positive ballot box outcome.

Freeman AV

As noted in previous reports to the General Executive

Board, several Canadian Locals have good working relationships with Freeman AV in their respective jurisdictions and provide sizable crews to Freeman AV on a regular basis. The International continues to work with a number of these Canadian Locals with a view to incorporating these longstanding working arrangements into formal written collective agreements.

President Loeb recognized the significant volume of work being done by the Department and thanked those reporting for their work. In doing so, he emphasized the need for progress in expanding the IATSE's membership and jurisdiction in trade show work.

IATSE COMMUNICATIONS DEPARTMENT

Communications Coordinator Matthew Cain appeared before the Board to provide an update on the activities of the Communications Department since the July 2017 Board meeting in Hollywood, Florida.

It was first reported that Communications Department Director Emily Tao left her position at the IATSE in January 2018. In her six-and-a-half years with the IATSE, she built the IATSE's social media presence, oversaw an update of the award-winning IATSE website, spearheaded prominent digital campaigns, and headed the then-new Young Workers Committee. Upon her departure she expressed her gratitude to many people she worked with throughout her tenure with the Alliance, especially Vice President Dan Di Tolla and International Trustee Patricia White for their support and guidance; General Counsel Samantha Dulaney for her invaluable advice; and President Loeb for giving her the opportunity to build the first-ever IATSE Communications Department.

The Communications Department added Matthew Cain as Communications Coordinator in September 2017. Most recently, he was the Digital Campaigns Coordinator for Caring Across Generations, a long-term care advocacy campaign launched by the National Domestic Workers Alliance and Jobs with Justice. Previously, he worked in communications for the Working Families Party. His expertise in digital communications will help IATSE members continue to grow their activism.

The report detailed additional developments concerning the IATSE website. Homepage updates were completed in November 2017. As reported at the last Board meeting, the first navigation and homepage improvements were completed in May 2017. The second phase of updates were implemented after the 2017 Convention. Additional visual elements were added to the page along with an emergency action button (which

will highlight urgent actions for members). Overall, the improvements will ease users' searches for content.

As social media and other communication methods evolve, the IATSE is adapting. The 2017 Convention theme—"Growth Equals Strength"—has resonated throughout the digital realm. The Communications Department has noted the prominence of that message along with similar (e.g., "organizing makes us stronger") trending statements across the IA. In digital and traditional communications, more local unions and members celebrate new members being sworn in alongside the successes of tenured members.

The IATSE Facebook and Twitter accounts have grown significantly in the last six months. Twitter followers increased by almost 10,000 and Facebook followers have grown by thousands as well. The impact of the IA's social media is also seen in other analytic measures. Top IA posts on Facebook centered on the entertainment industry. One recent post reached almost 51,000 people. The IATSE's statement against sexual harassment reached more than 16,000 people and generated hundreds of important responses. A notable Labor Day message reached more than 22,000 people and received almost 1,500 responses, many of them from members expressing their union pride. At least ten other posts during the last six months of 2017 reached more than the 24,000 people.

Top posts on Twitter focused on IA activism and organizing. The IATSE's statement against sexual harassment in the entertainment industry produced a noticeable Twitter response. Natural disaster relief efforts, the IATSE's support of other AFL-CIO affiliates, and coverage of the AFL-CIO Convention in St. Louis were also popular.

In this time of heightened awareness and tension, local unions and members are reminded that social media can be seen by all. This includes employers, future coworkers and online activists. The Communication Department continues to encourage mindfulness when posting to social media.

The report also noted that members and local unions interested in learning more about social media—particularly in connection with organizing—should contact the Department for highly recommended training. Email communications are also a primary driver of member action and the Department can recommend resources to assist Locals with their email programs.

Communications Department messaging actively encouraged members to vote during the fall 2017 election season. The 2017 U.S. election season offered many opportunities to vote in local elections for candidates

who support organized labor. The Communications Department dispatched important email messages informing members about crucial elections and the importance of their vote. These efforts paid off in places like New Jersey and Virginia, where the IATSE joined with the AFL-CIO in endorsing a slate of candidates responsive to labor's concerns. In these and other places, the IA's email program emphasized candidates' commitment to IATSE values, worker protections, and growth in the entertainment industry. Email analytics show open rates ranging from 40 to 50 percent—a high engagement rate. This outreach effort also led significant numbers of people to find their local polling place.

The Department's outreach also drove U.S. members to contact their elected representatives on important topics. During recent U.S. Senate debates about federal tax plans, the Communications Department offered members the tools they needed to contact their officials and let them know how proposals would affect their lives. By focusing on income tax changes that would have the greatest impact on union workers (e.g., deductions for union dues, professional training, and relocation costs) the IATSE successfully appealed to members across the country. Dozens of IATSE members contacted their Senators to voice their opinions.

The Department expects to continue its push to build member activism before the important 2018 U.S. federal elections. A new series of activism emails will highlight skills members need to get involved in 2018 and beyond. Already, this email series has provided tips for talking about politics and labor organizing with family and a list of the most effective ways to make elected officials pay attention. Thus far, these messages have had high engagement numbers.

Many difficult and pressing events affecting members and the entertainment industry occurred in recent months. The Communications Department issued statements and handled media requests regarding these matters. They include Hurricanes Harvey, Irma and Maria and the subsequent disaster relief efforts, as well as support for members affected by California wildfires. The Communications Department distributed messages through email, social media, and the press explaining IATSE would extend financial support to affected members through the Walsh/Di Tolla/Spivak Foundation. The same was done for members affected by the devastating California wildfires in November. In late September, the Communications Department also worked with Assistant Department Director of Motion Picture and Television Daniel Mahoney to organize the IATSE push for local unions to ship supplies to IATSE members in Puerto Rico. Many of the relief efforts

required significant time and coordination before any communications were issued. The Communications Department is especially proud of the local unions and members who did what they could to take care of fellow sisters and brothers in times of hardship.

When multiple stories of sexual harassment by powerful figures in the entertainment industry recently broke, the Department fielded press requests and released a statement on sexual harassment in the entertainment industry. Another message from President Loeb was emailed directly to members, reiterating that the IATSE is committed to safety and equality in the workplace.

The report concluded by noting that the Communications Department continues to meet the needs of IATSE members, and will offer support for the activities. The IA's communications program will help lay the foundation for the long-term success of this Alliance.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Department Patricia A. White, Assistant Director of Education and Training Robyn Cavanagh, International Representative Ben Adams and ICAP members Alan Rowe and Kent Jorgensen reported on the recent activities of the Education and Training Department.

Craft Skills and Safety Training

InfoComm /Audio Visual Training

International Representative Ben Adams reported on the IATSE Training Trust Fund (TTF) partnership with InfoComm and noted that in 2017 InfoComm changed its name to AVIXA.

Since the mid-summer 2017 General Executive Board Meeting, 232 technicians have taken the Audio-Visual Essentials course in nine different cities: San Jose, California; Lansing, Michigan; Phoenix, Arizona; Cleveland, Ohio; Tampa, Florida; Philadelphia, Pennsylvania; Seattle, Washington; Minneapolis, Minnesota; and Portland, Oregon. This was the second time AV Essentials was held in Phoenix, Minneapolis and Portland, the third time in San Jose, and the fifth time in Philadelphia and Seattle.

Representative Adams, with the assistance of Luz Vazquez from the TTF, is preparing the 3rd edition of the Audio-Visual Essentials text book and workbook and is also creating Lynda.com style online tutorials based

on the AV Essentials curriculum for use by small local unions. The goal is to have these materials completed for use by Locals by fall 2018.

To date, 485 IATSE members have completed all requirements and received the AVIXA/IATSE Live Event Technician Certificate. Since the partnership with InfoComm/AVIXA began, IATSE members have completed 7,100 online courses and 64 are Certified Technology Specialists.

Representative Adams pointed out that although InfoComm has changed its name, the InfoComm show will retain the InfoComm name. The 2018 show, classes, and events will take place in Las Vegas, Nevada this year, from June 8th through June 14th and floor passes are free to IATSE members. For more information on the show, contact International Representative Ben Adams at badams@iatse.net.

All IATSE members are eligible for free memberships in AVIXA, and Local leaders are encouraged to promote the partnership to their members. In addition to members who work with sound, members who work with projections and projection design, animation, lighting, and those who just like to know about the latest trends and equipment can benefit from AVIXA membership. As of early January 2018, there are 3,515 IATSE members enrolled as members of AVIXA.

Locals interested in scheduling an Audio-Visual Essentials training should book by contacting the Training Trust Fund at info@iatsetrainingtrust.org or International Representative Ben Adams at badams@iatse.net.

IATSE Craft Advancement Program

The work of the Training Trust Fund and the efforts of local unions regarding craft and safety training is supported and enhanced by the advice and efforts of the members of the IATSE Craft Advancement Program (ICAP). ICAP continues to work closely with the IATSE Training Trust to present calendared OSHA 10 classes, and to coordinate assistance for members and Locals preparing to take certification exams, such as Entertainment Technician Certification Program (ETCP) tests. All ICAP members spend time helping to develop classes for the Training Trust Fund, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons. Joe Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sheila Pruden, Local 839; Eddie Raymond, Local 16; and Chair Alan Rowe from Local 728 are members of the ICAP.

Simply stated, the ICAP seeks to make sure that all members of the IATSE work safe every day. Over the coming months, several annual observances will highlight various aspects of skills and safety, and Locals are encouraged to be involved.

Workers Memorial Day/ National Day of Mourning

Each year on April 28, the Unions of the AFL-CIO observe Workers Memorial Day to remember all who have suffered and died at work and to renew the fight for safe jobs. In Canada, the same observance is known as the National Day of Mourning. This year, the IATSE International Moment of Silence in observance of the United States Workers' Memorial Day/Canadian National Day of Mourning will occur on Saturday, April 28, 2018 at 1:00 p.m., EDT (10:00 a.m., PDT). At this moment, all IATSE members will be asked to pause at work, at home, at their Local offices, or wherever they may be to stop for one minute and silently remember all the workers who have been killed on the job. In remembering them, the IA dedicates itself to preventing such deaths in the future. <https://www.osha.gov/workersmemorialday/>

North American Occupational Safety and Health Week

North American Occupational Safety and Health Week (NAOSH) is dedicated to raising safety awareness in U.S., Canadian and Mexican workplaces. Annually, the IATSE encourages all IATSE Locals to schedule safety-related events during NAOSH week. Events may include trainings, articles in newsletters, reminders on call sheets, posting on bulletin boards, or additional safety meetings at work.

Future events

The IATSE will also participate this summer in the U.S. National Safety Council's June safety-awareness month and OSHA's Heat Illness Prevention campaign as part of the IATSE's overall worker safety program. Through the OSHA Alliance, the IATSE once again partners with OSHA's Safe and Sound week, which this year will be August 13-19 to provide multiple opportunities for Locals to engage in trainings and education, with hopes to spread best safety practices through the whole union. ICAP members will work with local leaders and the Training Trust Fund to advise on tailoring events and programs to the Locals' members and crafts. Details about these programs will be in the Bulletin and on the IATSE web-site.

Entertainment Technician Certification Program

The Training Trust Fund continues to reimburse workers who pass any of the ETCP certification tests the complete amount of the \$550 for the exam fee. IATSE local unions must continually urge qualified members to take the test and become certified.

As of December 31, 2017, the IATSE represents 62% of ETCP Certified Arena employees; 47% of Theatre employees; 73% of Electricians; and 56% of portable power distribution technicians.

ETCP informs the IATSE that there are now six people who have all four certifications, and they are all IATSE members: Brady Jarvis (Local 2), Mark Hogan (Local 476), Adam Barnum (Local 720), Matthew Abdelnour (Local One), Michael Matthews (Local 500), and Gary Carone (Local 476).

As a union, the IA always wants the most skilled and safest technicians to be IATSE technicians, and there is a need for IATSE workers to be qualified for all available jobs, including jobs that require certifications. Locals need to be sure their members are certified and work to organize certified workers who are not yet IATSE members. This is an area where it is extremely clear that growth equals strength.

IATSE Assistant Director of the Education and Training Department Robyn Cavanagh reported on leadership development and union skills programs.

Each of the IATSE union skills programs embed the Convention theme of Growth Equals Strength. Growing skills as officers and activists builds stronger leaders; growing connected members builds stronger Locals; and growing membership builds strength for the whole Alliance and for all workers in the Entertainment industry.

Education Sessions at the 2017 Convention

Two Education Sessions were presented on July 15, 2017, as part of the 68th Quadrennial Convention: "Developing a Craft and Safety Training Program in Your Local Union" and "Developing a Leadership Development Program in Your Local Union". These sessions deepened the Convention theme by giving local unions real world advice and best practices for building programs step-by-step at the Local level for ongoing education programs.

"Developing a Leadership Development Program in Your Local Union", led by Kim Cook of The Worker

Institute at Cornell University, concentrated on building a local union infrastructure that supports a culture that engages members to take an active role in the union. The session offered ways to accomplish this in both informal settings such as membership meetings, new-hires orientation, negotiating committees, and activism as well as informal learning environments such as the IATSE Officer Institute and leadership programs at central labor bodies or universities.

Ongoing craft and safety training protects current jurisdiction and builds a culture of learning and expertise centered on IATSE local unions. These trainings are especially important to members and workers who are organizing targets because the classes directly impact their work and skills. Craft and safety training programs increase opportunities for members to work safely and on the cutting edge of their crafts. ICAP members Alan Rowe, Kent Jorgensen, Eddie Raymond, Sheila Pruden, Joe Aldridge; Training Trust Fund Executive Director Liz Campos; Training Trust Fund Training Specialist Bill McCord; and International Representative Ben Adams led “Developing a Craft and Safety Training Program in Your Local Union”.

The Convention Education materials including but not limited to workbooks for both sessions, self-tests, sample agendas, and lists of additional resources with helpful links, can be found on the IATSE website at <http://www.iatse.net/convention2017education>. Hard copies may be requested from the Education and Training Department.

The IATSE Education and Training Department’s information booth at the Convention Trade Show was a popular spot at the 68th Quadrennial Convention. Delegates who visited the booth had an opportunity to learn about all the programs available to them through the IATSE Education Department, apply for programs on the spot, peruse Officer Institute class materials, learn how to navigate Lynda.com, and pick up a copy of the Department’s student outreach presentation, to name just a few benefits of visiting the booth. One-on-one guidance from Education staff on topics like leadership, activism, and communication helped delegates to leave the convention with a plan of action for the educational needs of the local unions they represent.

Officer Institute

The final Officer Institute of 2017 was held in Orlando, Florida in October. This joint Canadian and US class was one of the largest sessions of the past three years and had eight new Locals in attendance.

To date, 656 officers from 183 local unions have

graduated from the Officer Institute. Over ninety percent of the IA membership has had at least one officer attend the Officer Institute, and over the lifetime of the program, many Locals have had a team of officers attend. As the program begins its fifth year, the need for this local union leadership boot camp remains strong as officers’ terms expire and new officers step up to take positions at their local unions.

2018 Officer Institute Dates and Locations:

February 12 – 16
Nashville, TN
(US locals) SOLD OUT

April 30 – May 4
Atlanta, GA
(US Locals)

September 24-28
Toronto, ON
(US and Canadian Locals)

Director Cavanagh reminded the Board that the financial subsidy for small Locals (those with less than \$250,000 in gross receipts) will continue in 2018. Subsidies are in high demand and qualifying Locals are urged to apply immediately to avoid disappointment.

Advanced Organizing Institute 2.0

The Advanced Secretary-Treasurer and Advanced Organizing classes, or “2.0”, remain popular and rigorous, and result in greater competency and confidence. The most recent classes in Los Angeles included Locals from across North America, had two District Secretaries as students, and featured leaders ranging from large national Locals to very small Locals. In a word, the group at this training were truly the IATSE in microcosm.

2018 2.0 Dates and Locations

2018 Secretary-Treasurer 2.0 (All classes for both Canadian and US Locals):

April 30 – May 2
Atlanta, GA

September 24 – 26
Toronto, ON

2018 Organizing 2.0 (For both Canadian and US Locals):

June 26 – 28
Detroit, MI

More locations and dates will be announced later this year.

Local Union Trustee Training

Director Cavanagh described the latest new IATSE Officer Institute program, Local Union Trustee Training, which will be held in New York City, April 20 – 21, 2018.

Trustees will learn about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and learn how they can support good financial practices in their Locals. They will also be shown simple procedures for auditing the books and records of their local unions, and discuss how their work fits in with the other work of the union. Only people who are currently elected as Trustees and who are responsible for the periodic review of their Local's books and records are eligible to enroll in this course. There is no other prerequisite. This course does not deal with the role of Benefit or Training Fund Trustees.

This pilot class has been developed by popular demand from the Locals and is already nearly sold out. Interested local unions are encouraged to apply right away. Preference for enrollment will be given to Locals able to send more than one of their trustees to the class.

Each of these courses not only improve leadership skills, but also help to build a network of Local leaders who are connected to one another, not just by their work, but in their commitment to their members and their desire to tackle the challenges of being a local union officer. Applications, information and subsidy forms can be found at the IATSE website. <http://www.iatse.net/member-resources/member-education>

Staff Training

As is now the Department's annual practice, the General Executive Board and all International Representatives and key staff will participate in the annual staff training from February 21 – 23. The staff will have opportunities to update their skills and engage in in-person department planning sessions. An IATSE culture of continuous education starts at the top, and President Loeb and the Board demonstrate that truth by annually participating in this training.

District Conventions

District Conventions begin in May and will run through the summer and early fall. As usual, the

Education and Training Department will provide training sessions at each Convention. The District Secretaries will be notified of the topic and logistics by the end of March.

Education Session During GEB Winter 2018

On Wednesday, January 31, a seminar called "The Duty of Fair Representation in a Respectful IATSE Workplace" will be presented by General Counsel Samantha Dulaney and Natasha Tony, Local 891. All local union representatives and IATSE representatives, Vice Presidents, and staff are encouraged to attend this important session which is designed to assist in dealing with the issues regarding workplace discrimination and harassment.

The Labor Education Assistance Program

The Labor Education Assistance Program (LEAP) provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Information about LEAP is available on the IATSE website at <http://www.iatse.net/member-education/leap>. The total program spending as of December 31, 2017 is \$84,573.62 in Canada and \$216,374.27 in the U.S. for a grand total of \$300,947.89. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap>, where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada that may be beneficial to them and their fellow officers.

Lynda.com

September 1, 2017 marked the beginning of the third year that the IATSE has partnered with Lynda.com to offer discounted annual premium Lynda.com subscriptions. These subscriptions can cost up to \$375.00 per year, but IATSE members in good standing and local union staff can purchase the discounted \$25 subscriptions through their local unions. Regardless of when an individual enrolls, 2017/18 subscriptions end August 31, 2018. Enrollment is ongoing throughout the subscription period. Information can be found on the IATSE website at <http://www.iatse.net/member-education/lynda> and in the Bulletin. To date, over 4,200 members are enrolled this year in Lynda.com. Members use it to stay current with new technologies and remain competitive in their chosen craft, and officers use it to hone their leadership skills so that

they may provide the finest representation possible to the workers they represent.

IATSE Road Show

This timely presentation, which teaches the connection between strong unions and a strong economy, along with some labor history, is available for local unions or groups of Locals in a city to present to their members. Family, friends, and other community members are also welcome. Attendees come away with a much greater appreciation of both the Union movement and the local union's role in it. The 68th Quadrennial Convention theme of "Growth = Strength" has been incorporated into the material. There are versions for both Canadian and U.S. Locals. The Education Department has seen an uptick in requests for this presentation since the mid-summer General Executive Board Meeting. It is also part of every IATSE Officer Institute and is available free of charge to all local unions on request. Interested local unions may contact Jennifer Halpern in the IATSE General Office to bring this presentation to their town.

Student Outreach

The Department's student outreach initiatives are designed to help grow and to include the workers of the future, who are diverse, digitally-literate, and eager to be part of the industry. When they are taught about the IATSE and crafts, a union-friendly mindset is created in the workers of tomorrow, and deepens the IATSE's own bench strength.

College Outreach Presentation

Director White reported on and shared a preview of "Passion and Pay: Why Unions Still Matter", a PowerPoint presentation created by the Education and Training Department to teach young workers about the relationship between strong unions and a healthy economy and to introduce the workers to the IATSE and what it stands for. Designed specifically for use by local unions, it can be easily customized and used not only for student outreach, but also in new member orientations, and as an organizing tool. Local 927 in Atlanta, and Local 488 in Portland are just two of the Locals that have already used "Passion and Pay: Why Unions Still Matter", and it has been presented at USITT and North Carolina School of the Arts. Interested Local Union Officers may request a copy from the Education Department.

CreativeFuture

The Department continues to partner with CreativeFuture, a nonprofit coalition that advocates

for strong but appropriate copyright protections – empowering creatives to speak up about the value of creativity and against piracy and how it affects their ability to create and make a living. On January 14, 2018, the IATSE and CreativeFuture teamed up to present a free online webinar for IATSE members to help them understand the relationship between copyright, piracy, and the health of the entertainment industry and learn what can be done to protect IATSE workers' creative future. A component based on the IATSE Training Trust Fund Train-the-Trainer model demonstrated how to go into schools to inspire the next generation of IATSE members, while also teaching them about the importance of ethical online behavior. This webinar is available for viewing on the CreativeFuture website.

Roundabout Theatre

IATSE partners with Education at Roundabout Theatre on two innovative initiatives that reach out to New York City's school population. These programs aim to break down barriers that prevent young adults from joining the industry, create tangible pathways for economically disadvantaged students into satisfying and sustainable careers, and cultivate a more diverse technical theatre workforce.

"Hidden Career Path Days" began their sixth-year this the fall. The popular program exposes New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers, and educates students about why the IATSE and unions generally are important. Students recently experienced interactive mini-lessons taught by IATSE member-volunteers about Stagecraft, Electrics, and Sound, as well as IATSE member-led tours of Carnegie Hall, Circle in the Square, Radio City Music Hall, Jazz at Lincoln Center, and The Harold and Miriam Steinberg Center for Theatre. Thanks to Local One President and IATSE Vice President Jim Claffey, and the officers of Local One for going out of their way to coordinate Local One members working at the top of their fields as presenters, and of course, to the members themselves, who graciously volunteer their time, some year after year.

Learning about the careers in our business is only a first step, and last year, the IATSE entered a post-high school program to keep young people moving on the path to good jobs. The first cohort of twelve Theatrical Workforce Development Program (TWDP) fellows are well into their second year and currently are all working entry-level jobs at non-union Roundabout employment partner theatres and shops. They continue their training by learning on the job, supervised by Roundabout staff. The seventeen fellows of the second cohort have now

concluded four months of hands-on training in the areas of stagecraft, electrics, sound, and wardrobe and will begin to narrow their focus to one or two crafts in the coming weeks. All fellows receive one-on-one mentoring with an IATSE member. Mentors, along with program staff, provide support in locating and accessing industry resources and other professionals in the field and help the students build their professional network. This vital component of the program helps the fellows make a successful transition to professional theatre work.

Anyone interested in getting involved or becoming a mentor can contact Jennifer Halpern jhalpern@iatse.net at the IATSE General Office. This Spring, interviews begin for a third cohort of fellows who will begin the program in fall, 2018.

President Loeb remarked that the outreach of the education, training, and skills safety programs is comprehensive and unrivaled in the labor movement in Canada and the United States. He noted that the International's education program is tailored for the International by the International. He recalled that at his election to the office of International President nearly ten years ago, there was no centralized educational program at the International level. Now, there exists the ICAP which is engaged in standards writing; leadership training and resources for International Officers and staff; GEB meetings and District trainings for local leaders. In addition, President Loeb observed that the educational sessions provide an opportunity for Local leaders to network which is equally important because it builds solidarity amongst those in attendance. He concluded by noting that the IA now has a culture of continuous education. He expressed sincere appreciation to Director White and the entire Education Department for all of their tireless work, for making the IA grow and making the International stronger.

IATSE BROADCAST DEPARTMENT

Broadcast Department Director Sandra England, along with International Representatives Fran O'Hern and Steven Belsky reported on the Department's activities. The Department has been active in several established and new markets on behalf of the IATSE's Broadcast members and Locals.

Department Director England discussed various industry changes within the months since the Board's last meeting in July 2017. Sporting events maintain a unique place in traditional television distribution systems. Viewers watch sports live and therefore advertising and ratings remain important measures of success in this

sector. Industry reports show that in 2018, media-rights deals are expected to exceed admittance fees from fans for the first time.

Meanwhile, television is being reshaped by a variety of factors, including the repacking of the broadcast spectrum and the Federal Communication Commission's recent abandonment of so-called net neutrality rules. Major media companies continue to announce mergers, which may impact the identity of various regional television sports networks. Certain productions will be handled from remote studios instead of trucks on location. As technology and competition for content increases, future broadcasts may include more remote camera operations. In this changing environment, demand for live sports content will remain high but pressure on budgets will also be a great concern.

Furthermore, internet technology companies have sought and acquired streaming rights for sports coverage and continue to announce their intentions to bid on the broadcast rights for major professional sports. Digital companies with sports-streaming rights add to growing uncertainty in the industry. Traditional television networks will be forced to adapt with digital platforms becoming the norm. Against this background, the Department will continue to protect the interests of our members, remain adaptable, and continually refocus its priorities.

Local 100 New York

The contracts covering New York's regional crewing companies expired September 30, 2017. Local 100 convened a bargaining committee that drafted proposals and after rounds of negotiations, tentative agreements were reached and ratified by the Local on December 26, 2017. Under the new terms, employees will receive wage increases and health, pension, and annuity contributions. Expanded premiums will be paid for baseball double-headers and multiple boxing bouts. Enhanced premium pay will be owed to audio technicians and score box operators performing graphics functions. Audio technicians and utility technicians will have improved staffing minimums. Certain technicians will be awarded premium pay when they are required to provide third-party feeds. The contracts will also improve transparency in the assignment of freelance jobs. Over 90% of voters ratified the contracts.

Local 100 also recently secured a contract for a new remote studio in New York. This studio will be available for rent by content providers who may hub their control rooms instead of having production trucks at remote locations.

Local 119 Bay Area / San Francisco

It was reported that Local 119 recently hired a new full-time Business Representative. The Local's Agreement with its major crewing contractor was renegotiated and ratified by the members. SAMMCO Crewing is the major labor provider for all regional sports work in the San Francisco Bay area and Sacramento. The Local's new contract with that employer contains improvements in wages, benefits, and working conditions.

Local 317 Indianapolis

The Alliance's youngest Broadcast Local—Local 317 in Indianapolis—continues to do the work necessary to become an autonomously functioning Local. The Local has drafted its constitution, which was approved by President Loeb and ratified by membership. Officers have been elected and sworn in. Thanks to General Secretary-Treasurer Wood and President Loeb, Local 317 officers attended this past summer's International Convention. They found the experience valuable, enlightening, and inspiring. Their presence proved beneficial to the members of Local 317. The Local is becoming proficient at handling its finances and working in conjunction with the Broadcast Department to address issues that arise within its jurisdiction. Local 317 now has executed contracts in place with Fox Sports Midwest and Program Productions. It is currently finalizing an agreement with the Big Ten Network. Plans are also underway to send officers to at least one IATSE Officer Training Institute this year. Broadcast Department representatives will also conduct steward training and continue to assist the Local with its plans to organize other employers operating within its territorial jurisdiction.

Local 487 Mid Atlantic Area

Comcast has rebranded their regional sports networks as NBC networks. The Baltimore and Washington, D.C. regional network has been included in the rebranding. The contract between the IATSE and this regional network will expire in June 2018. Supervisory personnel changes have taken place in this region and the Local is reviewing several options in anticipation of its upcoming contract negotiations.

Local 745 Minnesota

The contract covering Local 745's jurisdiction with Fox Sports Net North is set to expire this year. Dates for bargaining have been set for late February. Local 745 has had an active organizing presence in Minnesota and thanks to the efforts of its Local leaders, has been able to double its membership in the last year.

Local 793 Washington and Oregon

The Department is working to standardize contracts in Washington and Oregon for a major regional broadcast network and the main local crewing contractor under common terms. Meanwhile, the Local continues to integrate its membership in both Portland and Oregon into one united Local.

Local 748 Arizona

Spring pre-season baseball in Arizona was previously done through a myriad of sub-contractors and traditional rights holders. For this season's spring baseball, more broadcast work will be covered under standard regional sports network agreements. Many of the pre-season events will be using limited technology or control room facilities for part of the work. However, employees in Local 748's jurisdiction will enjoy their standard contract benefits for this work.

Local 748 has also been involved in the multi-regional Fox contract, which was conceived several years ago. This continues to be a landmark contract. It is the first multi-state regional sports contract and it has significantly advanced employees' working conditions, overtime, staffing, and general economics. The crews working under the Fox western regional agreement are largely satisfied. The Broadcast Department continues to assist with problems as they arise.

In addition to reporting developments and bargaining objectives within the territories of various local unions, the Department also reported upon negotiations with multiple crewing contractors throughout the western region of the U.S. Crewing contractors with national reach are close to satisfactory terms for the western region. Others with a more limited scope are similarly negotiating to address their more limited territorial scope.

The Broadcast Department continues to expand relations with the Big Ten Network. The territories surrounding several additional universities are now covered by standard terms of the IATSE's contract. Other matters (concerning traveling crews, pre-game and post-game shows and an additional market) were recently addressed in January 2018 meetings.

Finally, the Broadcast Department reported upon its continued training activities, both as outreach to members and Locals, and in professional development among the Department staff. The Department remains active and engaged in training and education of IA members.

President Loeb thanked the Department for its comprehensive report and its critical work. He

commented on the importance of sustained organizing efforts and the growing strength of the Alliance in this changing environment.

IATSE CANADIAN AFFAIRS REPORT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Peter DaPrato, Jason Vergnano and Krista Hurdon, CLC Delegate Siobhan Vipond, Canadian Legal Counsel Ernie Schirru, District 11 member invitee Sylvana Fernandez and District 12 member invitee Eric St. Laurent reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Hollywood, Florida (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Organizing

Local 168 Vancouver Island – Stage

Local 168 filed an application for certification seeking to represent stagehands working at the Intrepid Theatre. The Intrepid Theatre was founded in 1986 to produce the annual Victoria Fringe Festival. It expanded in 1988 to include Uno Fest and again in 2015 to include OUTstages, Victoria's first queer theatre arts festival. In addition to the numerous spaces it operates during the festivals, the Intrepid also operates two year-round venues. A representation vote followed and the Local was certified as the exclusive bargaining agent. The parties have now commenced bargaining for a first collective agreement.

Local 295 Regina/Moose Jaw - Mixed

As reported previously, the International assisted Local 295 in securing bargaining rights for the newly constructed Mosaic Stadium in Regina. Part of the efforts to secure the work at the Stadium included filing an

unfair labour practice complaint alleging the Stadium was attempting to lock out the Local by contracting the stage work to an outside labour provider. After considerable efforts, the Local successfully claimed bargaining rights for the Stadium and assured management that the Local could service the large stadium concerts being scheduled. Since then, Local 295 successfully completed all aspects of the "Guns 'n Roses" concert that took place at the Mosaic in August 2017 with crew call referrals peaking at 225. International Representative Jim Brett was involved in every aspect of this file and was on site for all aspects of the concert and should be commended for his hard work and diligence in reaching a great result.

Local 634 Sudbury / North Bay - Mixed

The International continues to work with the leadership of Local 634 to organize the growing film and television industry in Northern Ontario. Production levels exceeded \$100 million in 2017 and indications are that this figure will be surpassed in 2018. Membership continues to grow. The Local now has a full-time officer and has introduced a health plan for its members. International Representative Peter DaPrato and Canadian Office Operations Manager Nate Richmond played key roles in the planning and staging of the second Northern Ontario Training Symposium in September, which featured a trade show, craft and safety training, and a number of local and regional politicians taking part. The Canadian Office will continue to work with Local 634 to ensure continued growth and security of jurisdiction.

Local 669 Western Canada - Camera

Since Local 669 rolled out its Low Budget Agreement in April 2016, the Local has seen tremendous success, having signed over 100 productions and bringing 222 camera crew into membership. Most of the work now being covered is movies-of-the-week for Hallmark and Lifetime, and low-budget independent features. In addition to the agreements done on a production-by-production basis, a two-year term agreement was done with Brightlights Studios, the largest producer of low-budget movies-of-the-week in Vancouver.

Local 828 Province Of Ontario - Scenic Artists And Propmakers

Local 828 filed an application for certification seeking to represent prop builders and buyers working for the Canadian Opera Company in October 2017. A representation vote followed which resulted in the Ontario Labour Relations Board certifying Local 828 as the exclusive bargaining agent for prop builders and buyers. The Local is now in the process of scheduling

meetings to begin negotiations for a first contract for their new bargaining unit. The International will be assisting in the bargaining.

Local 891 British Columbia / Yukon – Motion Picture Technicians

In August 2017, NASCO Staffing Solutions filed an application with the British Columbia Labour Relations Board to terminate Local 891's bargaining rights for, among other things, alleged abandonment. With the support of the International, Local 891 filed submissions with the BCLRB opposing the application. In October 2017, the BCLRB issued a decision dismissing NASCO's application.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals, highlighting only some of those assignments.

Local 63 Winnipeg – Mixed

The International continues to assist Local 63 in its protracted bargaining for a renewal agreement with the Centennial Concert Hall in Winnipeg, a provincial corporation whose board is appointed by the Manitoba Provincial Government. This bargaining has proven particularly difficult because of provincial legislation mandating wage freezes for all public employees and government agencies. In March 2017, the provincial government tabled the Public Services Sustainability Act, which mandated maximum wage increases over 4 years of 0%, 0%, 0.75% and 1.0%. In July 2017, unions joined together to challenge the constitutionality of this legislation. In addition, six unions, including Local 63, applied for a court injunction seeking to stay the operation of the legislation pending the outcome of the constitutional challenge. The injunction is scheduled to be heard in May 2018.

Local 295 Regina/Moose Jaw – Mixed

The International continues to assist Local 295 in bargaining for a renewal agreement with the Conexus Centre and Casino Regina, both of which are provincial corporations. In March 2017, the provincial Minister of Finance wrote to all provincial government unions, including Local 295, directing that all government agencies were mandated to implement 3.5% wage decreases through negotiations. Unlike in Manitoba, the Saskatchewan government has not introduced legislation that can be challenged in court. Instead the

provincial government is simply taking the position it will not approve any settlement which does not have the 3.5% wage roll back. With very little bargaining taking place between any union and the provincial government since this policy announcement, the Provincial Finance Minister announced in November 2017 that the provincial government is "stepping back from" its 3.5% roll back mandate but will continue to pursue roll-backs and cuts in the public sector.

Local 118 Vancouver – Stage

Assistant to the President Sean McGuire assisted Local 118 in its negotiations with the Arts Club Theatre. Negotiations took place over two years but significant improvements to the contract were achieved. As in previous negotiations, the main focus of the unit was to address various jurisdictional issues and wage increases. Both items were achieved in a four-year deal with wage increases of 11.28% over the life of the agreement. Other gains in the agreement include increased holidays, clearer jurisdictional language, guaranteed consecutive days off and the establishment of a non-compulsory overtime bank. The agreement was overwhelmingly ratified by the membership.

Local 212 Calgary – Stage

In November 2017, Local 212 signed a three-year term agreement with UK-based Kudos Entertainment. Kudos is one of the world's leading television production companies and is currently producing a high-budget series entitled "Tin Star" in southern Alberta. Local 212 has also signed a number of micro-budget projects in southern Alberta to Letters of Understanding. These projects often have budgets as low as \$100,000. This arrangement works as an organizing and recruitment tool, which enables employees of very low budget projects to qualify for membership and benefits through the Local thereby increasing the Local's jurisdiction over previously non-union work. This shift has produced more members and increased training opportunities for the Local.

Local 262 Montreal – Operators

As previously reported, Local 262 was certified by the Quebec Labour Relations Board as the exclusive bargaining agent for front-of-house employees working at the Cinema Ste-Foy and Cinema Colossus operated by Cineplex in January 2014. The Local has since engaged in bargaining with a view to reaching a first collective agreement. The Local's efforts in this regard have been met with fierce opposition by Cineplex and lead to first contract arbitration. After several hearing dates, an arbitration decision was issued in January 2017.

The arbitrator found largely in favour of the Local and awarded hourly rates ranging from \$12.25 for employees with over three years of service and \$13.70 for employees with more than ten years of service. Cineplex unilaterally refused to implement the decision and then was successful in obtaining a stay, pending its judicial review application of the arbitrator's decision. The judicial review took place over two days in November 2017 and a decision was issued in January 2018. The Court upheld the arbitrator's decision but remitted the matter back to the arbitrator to provide further reasons and clarifications for his decision. Throughout this long, litigious process, the Local has received tremendous support throughout Canada with multiple pickets and demonstrations held in Quebec, Ontario, British Columbia and Manitoba. Meanwhile, the Local has concluded bargaining in its eight other Cineplex agreements. These agreements all include wage parity clauses that will come into effect should the Local receive a favourable decision in the judicial review.

Local 461 St. Catharines / Welland / Niagara Falls – Mixed

Following a five-year strategic organizing plan, Local 461 was successful in organizing the multi-venue FirstOntario Performing Arts Centre. With the assistance of the International, the Local was able to conclude its first collective agreement and its first renewal agreement.

Local 514 Montréal - Motion Picture Technicians

International Representative Jason Vergnano and Assistant to the President Sean McGuire assisted Local 514 in successfully negotiating the renewal of its agreements covering construction in the motion picture and television industry in Quebec. The Local expects the successful renewal agreements will translate into membership growth in the coming months.

Activism

Vice President Lewis highlighted some of the recent activism successes in Canada.

Sears Drama Festival

The Sears Drama Festival is a 71-year-old competitive drama showcase for high schools that has spawned such noteworthy graduates as Rachel McAdams, Keanu Reeves, and David Cronenberg. It brings together high school students, teachers, theatre professionals, and community members to view and critique the students' creative efforts under the guidance of experienced adjudicators. With 15,000 participating students, it is

the largest festival of its kind in the world and currently operates in Ontario, BC, and Atlantic Canada, with expansion plans for Alberta and Manitoba. Many IATSE Locals, whether theatre or motion picture, have members and leaders who are graduates of the program. When Sears Canada filed for bankruptcy earlier this year, the festival lost its sponsor. The IATSE worked with the National Theatre School of Canada to assist. The International started with a \$5,000 donation and sought donations from IATSE Locals as well as other industry unions, guilds, and organizations. To date, Locals 58, 129, 212, 262, 634 and 873 as well as Districts 11 and 12 all made donations totalling almost \$30,000. IATSE's efforts in this regard garnered attention from the media including the Globe and Mail, Canada's largest national newspaper.

The Diversity Toolkit

For many years the IATSE has participated in industry initiatives to increase gender equity in the crafts the IATSE represents. One of these groups is CUES (Canadian Unions for Equality on Screen), a pan-union group that has been working towards the creation of a gender equity checklist for productions. Arising from the CUES initiative, the Diversity Toolkit is a national, year-long, bilingual campaign to build a more vibrant and inclusive industry. It is launching at the CMPA Primetime in Ottawa during the General Executive Board meetings which is being attended by International Representative Julia Neville. In addition to the International, the following Locals are all sponsoring this effort: 212, 311, 514, 667, 669, 856, 873 and 891. The Diversity Toolkit website and workbook will provide users with tools to make changes in their workplace with FAQs, checklists and useful information. It will be available for free in English and French, online and in hardcopies. Two of the women profiled in the Diversity Toolkit workbook are IATSE members: Director of Photography Maya Bankovic (Local 667) and Production Designer Margot Ready (Local 891).

Reel Thanksgiving 2017

Locals 891 and 669 take an active role with the BC Film Industry each fall to raise money and awareness for the Greater Vancouver Food Bank. The BC film community participates in an annual challenge to support the Greater Vancouver Foodbank. In October 2017, this ten-day-long challenge raised \$207,787 in funds and food. This is also the second year the International was a sponsor.

Student Outreach

The Canadian Office continues its student outreach efforts. One initiative bears noting. For the first time in

the Greater Toronto Area, all Locals representing theatre crafts banded together for student outreach. The idea was initiated by Local 828 member Richard Mongiat, who has been working with International Representative Krista Hurdon to coordinate IATSE forums at different post-secondary institutions. The IATSE Student Forum introduces theatre students to the IATSE and all of the crafts IATSE represents, affording them an informal opportunity to interact with Local leaders and ask questions. Participating were representatives from the International and Locals 58, 129, 822, 828, and B-173, as well as Local 873 (due to the number of crafts that overlap in theatre and film). The response was overwhelmingly positive. Events took place at Sheridan College in Oakville, Ontario, in December 2017 and at Ryerson University in Toronto in January 2018. Further sessions are being scheduled at George Brown College and Algonquin College.

National Roundtable Discussion On Harassment

In November 2017, an industry roundtable was held in Toronto on sexual harassment in the motion picture and television industry. International Vice President Damian Petti and International Representative Julia Neville represented the IATSE, with several Local reps attending as observers. An industry statement was agreed to by sixteen Canadian groups, and three sub-committees were struck: Code of Conduct; Training and Education, and Reporting/Enforcement Mechanisms. The Performing Arts sector had a similar roundtable in January 2018, with International Representatives Jim Brett and Krista Hurdon attending for the IATSE. As with the film and television industry, the aforementioned three sub-committees were formed. The IATSE will continue to play a role in these important discussions.

Local Engagement

Local 514 Montréal - Motion Picture Technicians

Representative Jason Vergnano was assigned to assist Local 514 in completely redrafting its Constitution and Bylaws which have since been approved. Significant changes included amendments to the structure of the Local's executive board and the election process. The new election process was used in the fall of 2017 when the first set of elections was successfully run in accordance with the newly amended constitution.

Why Unions Still Matter And COMET

The Canadian version of the "Why Unions Still Matter" roadshow was presented three times in 2017. Local 634 hosted a presentation at the Northern Ontario

Training Symposium to members and over fifty students who were participating in the Training Symposium. The International hired Dr. Thomas Collombat from the Université du Québec en Outaouais to create a French version of the Roadshow and presentations were made to Quebec Locals 56, 262, 514, 523, 667 and 863.

The Canadian Office continues to provide Continuing Organizing Membership Education Training (COMET) training to any Local that requests it. Local 63 completed a four-hour version of the course that included a hands-on mapping workshop to better understand the Local's jurisdiction and the opportunities within it. Local 471 is on-deck to host a COMET session for early 2018.

National Benefit Plans

Canadian Entertainment Industry Entertainment Retirement Plan

The Plan continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of \$475 million and 21,448 participating members. Contributions to the plan have dramatically increased each year since 2010 reflecting the growing number of participating members, improvements to contribution rates under the various collective agreements and a general increase in work under collective agreements in Canada.

IATSE Canadian National Health Plan

The National Health Plan currently has twenty-five participating IATSE Locals. Many Locals have expanded benefits, with the most common additions being a Health Care Spending Account, Critical Illness coverage and higher caps for paramedical use. The most recent IATSE Canada Health Plan semi-annual report, which provides important information to enrolled members, included information on mental health awareness and the push for a national pharmacare plan in Canada, both of which are key current initiatives being pursued by Canadian IATSE Locals.

IATSE Local 471

Vice President Lewis concluded the Canadian Affairs Report by highlighting the increased work that Local 471 was engaged in during 2017 as part of Canada's 150th birthday celebrations, including the Parliament Hill New Year's Eve Celebrations, the Juno Awards, the Canada Day Parliament Hill Celebrations, the Grey Cup and the National Hockey League Winter Classic.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and especially activism is particularly commendable.

IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, Canadian Counsel Ernie A. Schirru and Associate West Coast Counsel Jacob J. White reported on recent developments in legal matters and affairs.

The report described recent National Labor Relations Board (NLRB) developments. From mid-November until mid-December of 2017, the NLRB had a Republican majority for the first time in nearly a decade. The Republican majority issued five precedential decisions in rapid succession overturning key decisions issued by the Obama-era Board.

First, in UPMC, 365 NLRB No. 153 (2017), the Board changed its standard by which administrative law judges (ALJ) may accept settlement offers. This may allow employers to settle charges on terms that are less favorable to unions and workers. Second, in The Boeing Company, 365 NLRB No. 154 (2017), the Board issued a new standard for evaluating workplace rules that may infringe on employee's rights under the National Labor Relations Act. In future cases, the Board will consider the employer's "legitimate justifications" for an offensive rule. This decision will make it easier for employers to maintain work rules that arguably restrict employees' concerted activities. Third, in Hy-Brand Industrial Contractors, 365 NLRB No. 156 (2017), the Board overruled its recently refined joint-employer standard, which was established in a case called Browning-Ferris. This decision will place additional burdens on parties seeking to establish that a company is a joint-employer. In turn, the decision will permit companies to shield themselves from liability for worker mistreatment. Fourth, in PCC Structural, Inc., 365 NLRB No. 160 (2017), the Board overruled its Specialty Healthcare decision, which had empowered workers to organize in small units that share a community of interest. In overruling Specialty Healthcare, the Board imposed potential obstacles for workers seeking to organize. Moreover, in light of PCC Structural's NLRB General Counsel Peter Robb has guided NLRB personnel to revisit the scope of units in pending representation cases. Fifth, in Raytheon Network Centric Systems, 365 NLRB No. 161 (2017), the Board overruled a prior decision concerning unilateral changes in the workplace. With this decision, the Board may pave the way for employers to make workplace changes more easily after a collective

bargaining agreement expires.

In addition to these five decisions, NLRB General Counsel Robb issued a December 1, 2017 memorandum directing NLRB personnel to consult with his office on certain additional cases involving precedential decisions made during the Obama administration. The memo identifies twenty-six categories of unfair labor practice cases that should be submitted to his office for advice.

The Board may seek to revise its current union election rules. In 2014, the Board issued rules that were designed to streamline the NLRB election process. In December 2017, under the Board's new majority, it requested information from the public asking whether the 2014 election rules should be modified or rescinded. Interested parties may file responses on or before Monday, March 19, 2018. The Department encouraged the IA's members to submit comments on the NLRB's website voicing their opposition to any proposed changes. Those who have been through recent NLRB elections may have particularly noteworthy comments.

NLRB Chairman Philip Miscimarra's term ended on December 16, 2017. He did not seek another term. Therefore, the NLRB currently has two Democratic appointees and two Republican appointees. However, the President recently appointed a management-side attorney to the seat left vacant by Miscimarra's departure. It is expected that the nominee will be confirmed and seated in the next several months, again giving Republican members the majority.

The report also described changes expected from the U.S. Department of Labor's Office of Labor-Management Standards (OLMS). OLMS is preparing to revive two proposals from the prior Republican presidency, both of which involve union disclosure requirements. The first change would subject certain union "intermediate bodies," to financial reporting requirements. It would hold public sector intermediate bodies responsible for annual disclosure reports if they are subsidiaries of private-sector national unions. Second, OLMS may seek to re-establish a reporting requirement obligating unions to file annual financial reports related to union-affiliated trust funds. Union trusts, such as training funds, and apprenticeship programs could be the subject of these reporting mandates. The prior Republican administration attempted to establish a similar reporting obligation (known as the "Form T-1") which was rescinded in 2010. These matters are in early stages. OLMS will issue more information in March 2018.

The report also noted that two cases of vital importance to unions and working people in the United States are now pending before the U.S. Supreme Court.

In *Janus v. AFSCME* (which will be argued on February 26, 2018) the Court may overrule existing precedent in deciding whether public employees who are not union members can be required to pay a fair share of union dues to support their union's bargaining activities. This case could have significant detrimental effects on membership in public sector unions across the country. In *NLRB v. Murphy Oil*, the Court must decide whether employers' arbitration agreements with individual employees that bar work-related group claims are enforceable under federal labor law. The outcome of this case will also have significant effects. It could become difficult if not impossible for workers to assert their rights under a vast number of employment laws.

Canadian Counsel Ernie Schirru provided the Board with an overview of matters important to the IA in Canada. The Board was first updated on the status of ongoing litigation commenced by Matthew Della Polla against, among others, the International and IATSE Local 58 in a claim alleging breach of contract, negligence and personal injury arising from alleged injuries sustained by Della Polla during a concert at Exhibition Place in Toronto, Ontario in December 2013 where Local 58 members were working as the stage crew.

Counsel Schirru then went on to provide a summary of the recent decision of the Supreme Court of Canada ("SCC") in *British Columbia Human Rights Tribunal v. Schrenk*. This SCC decision was issued in December 2017 and was financially supported by the labour movement, including IATSE. The case involved an allegation of discrimination and harassment in the course of employment by a complainant working on a road improvement project against Schrenk, an individual who was not the complainant's employer nor employed by his employer, but rather a consultant working on the same project. The complainant alleged that Schrenk made derogatory comments about his place of birth, religion and sexual orientation while they both worked on the project. Schrenk and his employer consistently claimed they were not in an employment relationship with the complainant and therefore the complainant had no viable claims. In issuing its decision, the SCC found that the British Columbia Human Rights Code protects individuals from discriminatory conduct in the workplace no matter the identity of the perpetrator. In other words, the British Columbia Code does not restrict who can perpetrate discrimination, rather it prohibits discriminatory conduct that targets employees so long as that conduct has a sufficient nexus to the employment context.

Given the similarities in the wording of human rights legislation across Canada, the SCC's decision

in *Schrenk* provides employees with further protection against discrimination and harassment by anyone in the workplace. It is as a workplace human rights victory for employees and the labour movement. This decision is particularly important for IATSE members, who are regularly employed in workplace settings that include a variety of different individuals and organizations for which there is no direct employment relationship.

President Loeb thanked the Legal Department for its report and noted that it is important for the Board to remain apprised of significant legal decisions that may impact the Alliance and its members. He remarked upon the importance of politics in shaping labor policy at the federal level. Similar changes will continue to negatively affect workers unless and until we elect worker-friendly officials at all levels of the federal government.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Affairs Department Director J. Walter Cahill, and Assistant Department Director Erika Dinkel-Smith updated the Board on the work of the Department since the last General Executive Board Meeting.

Assistant Director Dinkel-Smith began the report by updating the Board on various matters.

Elections

During the 2017 special election season, the IATSE was active in supporting pro-union candidates. In September of 2017, Assistant Director Dinkel-Smith traveled to Charlotte, North Carolina to help Local 322 support IATSE member Braxton Winston in his primary election for the Charlotte city council. After the primary election, the IATSE paid for release staff to support the labor efforts in Charlotte. Brother Winston took second place in his primary race and went on to win in a landslide an at-large seat on the city council. Since taking office, he has garnered national attention at the AFL-CIO for his aggressive approach to ensuring the Charlotte city council's support of union jobs.

The Political and Legislative Department supported Doug Jones' race for Senate in Alabama by communicating the importance of the election to IATSE members.

Finally, the statewide elections in Virginia were another critical opportunity to support pro-union candidates. The IATSE supported Governor Ralph Northam, Lt. Governor Justin Fairfax, and Attorney

General Mark Herring in their statewide election victories. Additionally, the IATSE sent release staff to support the Virginia AFL-CIO efforts. The IATSE also coordinated with Locals in the state to distribute worksite fliers to members on set and in theaters. The results of the Virginia elections were a hard-fought victory. In addition to the three statewide victories, a majority of Democratic challengers also won, putting control of the State House in play for Democrats.

The post-election analysis of these races shows that the Democratic base, which normally does not vote in off-year elections, turned out in force. Dinkel-Smith stressed that the results of these races do not reflect a change in opinion amongst Trump supporters. Rather, the current political tide shows a garnering of energy amongst a progressive Democratic voting block that has been previously apathetic about voting.

2018 House Races

The renewed energy amongst non-traditional voters may open opportunities to flip weak Congressional seats in 2018. Democrats only need to change twenty-four seats to take back the majority in the House, and there are twenty-three Republican-held Congressional Districts that Hillary Clinton won in 2016. Many of these weak seats are in 'strong Democratic' states such as New York and California. A brief big-picture analysis of these Districts shows that IATSE members could play a critical role in flipping weak Republican seats, including several seats in California, New York, New Jersey, and Pennsylvania.

To jump start interest in the 2018 Congressional elections, the Department has started asking Locals to meet with Congressional candidates. Director Cahill and Assistant Director Dinkel-Smith met with Dan Ward, a candidate in Virginia's 7th Congressional District. Based on that meeting, and at their suggestion, Local 487 invited Ward to their Local meeting to discuss IATSE issues. The Department hopes to help facilitate more Local meetings with Congressional candidates. If any Local is interested in hosting a meeting with their Republican or Democratic Congressional candidates, please contact the Political/Legislative Department.

Legislative Issues

The 2017 legislative session was a tumultuous one for Labor. In addition to the overall progressive issues up for debate and the perpetual fight over the funding of the Federal government, the IATSE Political/Legislative Department has been active in advocating for the interest of the Alliance's members.

AFL-CIO Trade Task Force

Currently, Dinkel-Smith sits on the AFL-CIO's Trade Task Force Committee designed to coordinate the AFL-CIO efforts around Labor issues. Primarily she is tracking the trade regulations surrounding internet service providers, which are part of the renegotiation of North America Free Trade Agreement. The new Internet Service Provider standards for the enforcement of copyrighted materials appear to be favorable. However, the rules of origin for some of our labor Brothers and Sisters are still up in the air. Dinkel-Smith expressed her appreciation for the anti-right-to-work (for less) proposals that have come from Canada.

Pension Task Force

Dinkel-Smith also regularly attends the AFL-CIO pension task force committee meetings which discuss the current legislation concerning pension protections and regulations. There have been two bills discussed as part of this group. One bill, the SAVE Up Act proposed by Congressman Joe Crowley of New York, would institute a form of public/private cooperative pension plan for all. The other piece of legislation stems from a white paper produced by Senator Sherrod Brown of Ohio. This legislation would allow a public loan option for pensions in trouble. While these are amiable legislative initiatives, they are highly unlikely to receive consideration in a committee during this Congress.

Tribal Labor Sovereignty Act

Dinkel-Smith reported that she and Director Cahill have been actively lobbying on behalf of the IATSE's members who work in Native-owned casinos as part of a joint AFL-CIO lobbying team. The Tribal Labor Sovereignty Act would exempt all tribal-owned entities from the National Labor Relations Act, thereby effectively nullifying all Union contracts on reservation casinos. The Department will update the Board on the status of this legislation as well as other bills impacting IATSE members including the "Save Local Businesses Act" the Workplace Action for a Growing Economy Act and the Employee Rights Act.

Tax Reform

A major loss for labor in the 2017 session was passage of the Tax Reform bill. The IATSE acted in concert with AFL-CIO efforts to push back on this legislation on Capitol Hill and through grassroots efforts in targeted districts. Under the new tax bill, IATSE members will no longer be able to itemize many expenses, including union

dues, initiation fees, and training expenses. Overall, this bill will mean a tax increase for IATSE members.

Projects and Travel

The 2018 mid-term elections will provide some exciting opportunities for the Political and Legislative Department to help Locals increase their political activism. Working with the Communications Department, the Department will be initiating the IATSE SMS program to reach out to IATSE members via text message. With an SMS program, informational texts can be sent to members living in targeted Congressional districts, urging them to contact their representatives and to register to vote.

In addition to the Department's initiatives, Assistant Director Dinkel-Smith will be participating in the AFL-CIO Digital Political Working Group. The purpose of this group will be to share best practices and up-to-date information about member outreach and election data analytics. Some of the advanced member targeting used by other organizations involve social media, values-based identification, and voter persuasion metrics.

Next, Dinkel-Smith reported on the Department's efforts to expand its outreach and political profile through interactions with progressive organizations. This past year, Dinkel-Smith was invited to give a presentation about the IATSE and the importance of Labor women in politics to the State Executive Directors of Emerge. Emerge is an organization that recruits and trains progressive women to run for elected office. One of their missions, as directed by Emerge International, is to reach out and develop relationships with Labor organizations. Assistant Director Dinkel-Smith encourages IATSE female members to connect with their Emerge state affiliate and contact the Political and Legislative Department for more information.

This past year, Dinkel-Smith was able to travel as an IATSE Political/Legislative Department representative to assist Locals as needed. In 2017, Local 16 requested help in developing a political and PAC plan for the upcoming 2018 election cycle. Dinkel-Smith travelled to San Francisco and worked with Sisters Katie Ryan and Joann Desmond for two intensive days putting together an aggressive plan to increase political activism and PAC membership. They are well on their way to meeting their goals. During the same trip, Dinkel-Smith was able to attend the West Coast Business Agents' meeting in Los Angeles to present on the PAC. As part of the trip, she met with Locals 728, 800, 695, 44, and 80, and was able to discuss how the IA can help them reach their 2018 political goals.

Dinkel-Smith also had the opportunity to travel to

New York, when Brother Nick Kaledin requested a presentation to the ATPAM Executive Board as well as a PAC presentation to the General Membership meeting. Both presentations were well received and ATPAM has reinvigorated their commitment to political activism.

Most recently, Dinkel-Smith was requested to give a PAC presentation to Local 695's General Membership meeting in January. At this time, IATSE Local 695 leads all Los Angeles Locals in total number of members contributing to the IATSE-PAC. Should any Local like help putting their own political plan in place, they should contact the Political and Legislative Department.

Concluding her portion of the report, Assistant Director Dinkel-Smith thanked President Loeb for his continued support through these challenging times.

Next, Department Director Cahill updated the Board on the work of the Department since the last Board meeting. Noting that much of the focus in Washington, D.C. has been on the Tax Bill, Director Cahill updated the Board on some items that were discussed at the last Board meeting:

1. Immigration (specifically the O Visa Program): On March 15, 2018, Arts Entertainment Media Industry Unions (A.E.M.I.) will meet with U.S. Customs and Immigration Director Lee Cissna. The meeting was set up by Michael Wasser of the Department for Professional Employees, AFL-CIO. The IATSE will be represented at the meeting, and the Department will provide an update at the next Board meeting.
2. The Register of Copyright: There have been no developments, but the Department will continue to monitor this.
3. National Endowment for the Arts: The 2018 Arts Advocacy Day will be held on March 12-13. The A.E.M.I. will meet ahead of this. Lobbying activities will focus on educating Federal lawmakers about the vital role Unions play in the arts, and raise important issues that affect Union professionals in the arts and entertainment industries. The A.E.M.I. lobbying activity will complement Americans for the Arts' programing, not interfere with or replace it.
4. Gig Economy Worker Benefits: The Department continues to monitor any efforts to create "benefit plans" for gig workers. The primary concern is that any new law does not have unintended consequences on the benefit plans currently available to IATSE members.

5. Digital Theft: Although there are no plans in either the Senate or the House to address digital theft, Director Cahill and Assistant Director Dinkel-Smith continue to raise this issue with legislators to make them aware that digital theft costs IATSE members millions in benefit contributions each year.

Congressman Jerry Nadler

With the departure of John Conyers from Congress, the Ranking Member position on the House Judiciary Committee became vacant. This is a vitally important post because the Judiciary Committee deals with issues like intellectual property and copyright. Jerry Nadler prevailed in a vote of the Democratic caucus in the House by a large margin.

Democratic Attorneys General Association (D.A.G.A.)

The Political and Legislative Department continues to make themselves available to local unions and other Departments in the IATSE. When embarking on campaigns, local unions should consider how the Department may be able to assist. As an example, Director Cahill discussed a recent conversation with Karl Racine, Attorney General for the District of Columbia. As a result of this conversation, Director Cahill was able to enlist General Racine to help Local 22 with important worker safety legislation.

Beyond the Red Carpet

The IATSE has become an integral part of this annual showcase on Capitol Hill. It is put on by the Co-Chairs of the Creative Rights Caucus from the House of Representatives: Judy Chu, Democrat from California's 27th Congressional District, and Republican Doug Collins from Georgia's 9th Congressional District. Director Cahill thanked Local 600, and Chaim Kantor, for ensuring that a Union still photographer is always used for the event.

Director Cahill then discussed the Department's efforts to ensure that Union stagehands are used for events in and around the D.C. area.

The 2018 Elections

Director Cahill concluded his report with two thoughts regarding the 2018 elections. First, voter registration and get-out-the-vote efforts will be vital. Approximately 107 million eligible voters did not vote in the 2016 election. Their participation could make all the difference in 2018. Second, Director Cahill discussed the lack of female representation in Congress and governorships and urged

IATSE women to either run for office, or convince their daughters to run for office. Laura Wentz, a member of Local 8, heeded the call and today she is an Upper Darby Township Councilwoman.

President Loeb thanked the Department for its report. Labor's priorities will not be addressed by the current Congress, so labor is playing defense. Regardless, the IATSE will continue to lobby for its unique interests. Taking back power will require hard work – knocking on doors, working with state and local labor federations, making phone calls, etc. President Loeb stressed the need for the International and its members to stay engaged and active.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, William Gearns and International Trustee Patricia White presented to the Board a report on the IATSE National Benefit Funds.

After a minor slowdown in year over year contribution growth in 2016, the final numbers for 2017 indicate a return to double digit growth with a year over year increase in cash receipts from 2016 of 13.06%. Motion picture production employment accounts for approximately 57% of the contribution receipts. The balance is comprised of all other industries such as trade show, road shows, box office, sports broadcasting, amusement parks, etc.

Net assets of the Funds have reached approximately \$1.7 billion as of December 31, 2017. Compared to total net assets of \$915 million as of December 31, 2012, asset levels have increased 87.6%. Comparing year-end 2016 to year-end 2017, the net assets of the Funds have increased 16.2%.

As of January 1, 2018, the IATSE National Health & Welfare Fund provides health coverage to 45,112 lives in one of its eight different Plan options. This represents an increase of 37.0% since 2014. The Fund achieved a 2017 investment return of 7.3%.

The IATSE Annuity Fund has over 76,000 active accounts with retirement account balances in individual self-directed accounts and is rapidly closing in on the \$1.0 billion mark.

The IATSE National Pension Fund provides retirement benefits to 2,600 pensioners and approximately 22,000 active working members and inactive vested participants who will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C. The Fund achieved a 2017 investment return of 13.3% which is far in excess of the 7.25% assumption rate.

New updated Summary Plan Description booklets are being written for Health & Welfare Plans A and C and for Pension Plans B and C. The Fund Office hopes to begin distribution of these new booklets and also have them available on the Funds website by the third quarter of 2018.

And finally, with the goal of continuing to provide the highest level of service possible to participants, the Trustees recently approved the creation of five new positions within various areas at the National Benefit Funds office.

IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John Ford, and Craig Carlson, Stagecraft Department Co-Director Anthony DePaulo, Political and Legislative Affairs Department Director J. Walter Cahill, and Assistant Director Erika Dinkel-Smith updated the Board on the IATSE Political Action Committee.

General Secretary-Treasurer Wood reported that, for the period July 1, 2017 to December 31, 2017, the IATSE-PAC received \$136,189 in contributions and made disbursements of \$70,000.

There were three significant one-time contributions which made up approximately half of the contribution amount. These were \$15,290 from Local 2; \$13,155 from Local 764; and \$42,579 from the PAC event at the Convention.

There are presently 1,131 monthly credit card and payroll contributors from 200 different local unions and those contributions amounted to \$65,165 during the time period.

A total of \$70,000 was contributed to thirty-eight different campaigns by the IATSE-PAC, and a further \$12,500 was contributed by the IATSE State and Local PAC to four different campaigns.

Department Director Cahill remarked on the importance of the Alliance's political activities in light of the current political situation in Washington, D.C. The IATSE needs money to support these activities, which are vitally important.

Vice President Carlson called on the leaders of local unions to convey to their members the importance of raising money for the IATSE-PAC. The entire Alliance benefits from a well-funded PAC, and many hands make for light work.

President Loeb recognized the fact that 100% of Local

2's members participate in the PAC and thanked Vice President Carlson for his work. He expressed strong dismay at the lack of overall participation in the PAC. The IATSE owes it to its members to raise more money for the PAC so that the Alliance can fight for working people. He called on local union leaders to make it a priority to raise money for the PAC.

IATSE TRAINING TRUST FUND

IATSE Training Trust Fund Executive Director Liz Campos updated the Board on the activities of the IATSE-TTF. Ms. Campos was joined by the following members of the IATSE-TTF staff: Special Assistant Rory McGuinness, Controller Mark Arteaga, Training Specialist Bill McCord, Contract Specialist Daneen Rackie, AR Specialists Sharon Kay and Kymm Swoger, and Program Specialists Kayla Hackworth, Melinda Labita, and Luz Vazquez.

Director Campos reported that all IATSE-TTF programs offered in 2017 continue to be offered. These programs include OSHA 10/General Entertainment Safety, local course reimbursements, Train the Trainer courses, certification and exam reimbursements, the AV program, the online safety courses for motion picture and television workers and the Training Tracker. All the programs of the Training Trust Fund can be found on their website at www.iatsettf.org.

The Training Trust Fund showed a video that was created to explain the programs they offer and how they can be accessed. The video is intended to be used by Locals to explain the programs of the Training Trust Fund to their members and signatory employers and to give IATSE workers a full picture of what training they can access through the Fund. The video will be provided to Locals on request, and can also be viewed on the IATSE-TTF website. Director Campos thanked Vice President Miller for his role helping the Training Trust Fund identify the production company used for the project.

Director Campos reported that the IATSE-TTF is changing its look and improving the reach, ease of use, and accessibility of its programs based on the Convention survey responses. The new look includes a newly revised website that is easier to navigate and new, easier to understand program names. These efforts are aimed at making the IATSE-TTF more user friendly.

Director Campos reported that the Trust is moving to a system of reviewing and approving applications for course reimbursement on a quarterly basis. This is to help the Trust improve on its ability to support trainings through the funding reimbursement. The new system will launch in March and the various deadlines for course

reimbursement applications will be posted on the IATSE-TTF website, in its newsletter, and in the Bulletin.

Individuals will soon be able to enroll in the online version of the Basic Entertainment Safety course from the Safety First! curriculum. The voiceover instructor-led version will also be available soon. The rest of the courses will be rolled out throughout the year and will be announced on the IATSE-TTF website, newsletter, in the Bulletin, and through other outreach to the Locals. Director Campos thanked Cory Parker from Local 478, and Alan Arthur from Local 39 for their help with the video portion of this project.

The Trust is expanding the ways it reaches out to eligible workers about the online safety A and A2 courses as part of an effort to increase program utilization. The data collected shows that people are more likely to complete these courses once they create online profiles in the system so the IATSE-TTF has set a goal of getting people to create online profiles as soon as they are approved for the program.

To boost outreach and help close the application/enrollment gap, two in-person application and online account creation events were held in early January. One of the two-day events was in Savannah, Georgia, and the other two-day event was in Charleston, South Carolina. These events were both held with the support, cooperation, and participation of Local 491. The purpose of these events was to encourage workers to apply for the courses and then create their online course account profiles. Over 100 applications were received and 75 people attended the application/account creation events. Additionally, a live in-person course event was held at Local 479. Program Specialist Kayla Hackworth travelled to Atlanta, where workers registered and took the online class at an event held at Local 479. Nineteen people attended that session and completed their A and A2 courses at the event. The IATSE-TTF will be holding in-person events and online group sessions throughout the year to boost the completion rate of these courses. Director Campos thanked Locals 479 and 491 for their work helping the Trust hold these events.

In an effort to offer more accessible programs, the Training Trust Fund is piloting a new program that will offer eligible participants no-fee, online safety courses through the National Safety Council. Locals 19, 200, 772, and 868 participated in the pilot and provided feedback to the IATSE-TTF about the courses and enrollment process. Each of these Locals are signing up members to take selected courses and are giving the IATSE-TTF feedback about the courses and enrollment process. Director Campos expressed special thanks to these Locals for participating in the pilot and helping

the IATSE-TTF refine this new program. If the pilot is successful, the Trust Fund hopes to have the courses available to all Locals in the Spring. Information about the program will be posted on the IATSE-TTF website when it becomes available.

Director Campos reported that in the first two weeks of January, over twenty-six course reimbursement applications were processed, accounting for over \$46,000 in funds encumbered for approved course reimbursement applications.

It was reported that through all the programs the IATSE-TTF offered, supported in some way, or tracked in 2017, 1,638 courses were offered, reaching over 13,700 workers with over 102,310 cumulative hours of training. Since the Trust Fund was created, it has offered, supported, or been involved in some way with more than 2,180 courses, reaching more than 25,200 workers with over 231,000 cumulative training hours.

While the IATSE-TTF is adding a few new programs in 2018, Director Campos reported that the focus for 2018 will be on the updating, streamlining, and expansion of its existing programs and administrative processes. Having grown so much over the past several years, the Trust Fund is now working on polishing its look and improving its services.

Director Campos thanked President Loeb, General Secretary-Treasurer Wood, members of the General Executive Board, and the International Representatives for their continued support of the IATSE-TTF. She expressed special thanks to Vice President Miller for his work in support of the IATSE-TTF, along with Buffy Snyder, at the West Coast office, who has been a great help. The Locals who participate in, support, and promote the programs were also thanked. Extra special thanks were expressed to the dedicated staff of the IATSE-TTF for their hard work in delivering programs and meeting the needs of Locals, participants, and contributing employers.

Vice President Miller noted that the IATSE-TTF is housed in the West Coast Office and it has been a pleasure to have an up-close view of the Fund's work. He thanked the IATSE-TTF for their important work.

President Loeb thanked the IATSE-TTF team for its report. The fact that the IATSE-TTF has trained more than 25,000 people in less than seven years is evidence of its unbelievable success. Every day the IATSE-TTF does worthy and important work that benefits the members of the Alliance. It is important that the IATSE-TTF will continue to be housed in the new West Coast Office so that the nexus between the International and the IATSE-TTF

can be maintained. President Loeb recognized the work of the IATSE-TTF Trustees, and thanked the employers for selecting Trustees who take their roles, and the work of the Fund, seriously. Finally, President Loeb thanked Liz Campos for her continued hard work.

IATSE WOMEN'S COMMITTEE

IATSE Women's Committee Chair Cathy Repola and Committee members, International Vice President Colleen Glynn, International Trustee Patricia A. White, Department Director Sandra England, Representatives Joanne Sanders and Stasia Savage; Cecilia Friederichs, Dusty Kelly, Shirley Berling, Ellen Popiel, and Rachel Stanley updated the Board on their activities since the last GEB meeting in Hollywood, Florida.

They recapped the extremely successful event, Celebrating the Unlimited Potential of IATSE Women, which took place on the Sunday prior to the start of the International Convention. Well in excess of 600 people were in attendance. The Committee observed that throughout the Convention delegates remarked on how inspirational the event was and how proud they were to see women of the IATSE be profiled in such a way. Chair Repola expressed sincere gratitude to the Committee for their tireless work and to the delegates who attended. She also thanked the panelists, guest speakers, and volunteers who contributed to the success of the program.

Because of the event, the Women's Committee booth in the tradeshow section of the Convention was a big hit. By Wednesday morning of the Convention, the Committee had sold out all 500 scarves that had been ordered and the demand continues for additional ones. President Loeb has agreed to permanently add a women's scarf to the IATSE online store. A design contest to create an IATSE Women's Committee scarf is in the offing. In addition to the Convention-edition, inaugural scarves, the Committee sold a couple hundred of our special-edition pins. The remainder of the special-edition pins are available for sale now through the General Office.

The Committee has nearly 700 women on its private Facebook group and there are now 3,400 people signed up for the electronic newsletter.

This past fall, the executive committee of the IATSE WC met in Manhattan to develop a long-term plan to move the Committee forward. They presented their proposals to President Loeb who expressed his approval and support. The Committee met prior to the Los Angeles Board meeting to review the plan the executive committee came up with and to assign tasks to certain members and subcommittees. In addition to Chair Repola, Cecilia Friederichs, and Dusty Kelly, six more women including

Representative Joanne Sanders now sit on the executive committee.

The Committee will continue to hold and expand women's networking opportunities during and surrounding the district conventions. It will also release periodically select segments of the video of the pre-2017 Convention women's event last summer. The Committee has begun to compile and circulate information on starting women's committee in local unions. It will also be contacting Locals to determine which already have women's committees and to identify the leaders of those committees, with the goal of creating a database. Thus, these committees can connect regionally. Members of the International's WC will be assigned to be regional contacts/point persons. This will lay the groundwork for a first-ever IATSE Women's Institute to take place in 2020, details for which are still pending.

The guest speaker in Los Angeles was Gabrielle Carteris, president of SAG-AFTRA and as of Wednesday morning more than 110 women had indicated they would attend. As customary, the IATSE WC designated that a nonprofit organization, Camp Reel Stories, would receive any donations it collected from women who attended the networking dinner. Camp Reel Stories provides a filmmaking camp for girls and young women empowering women to create their own media, to view current media critically and thoughtfully and to aspire to leadership in their field. A representative of the organization attended the reception. Because the attendance was expanded to include IATSE women across Los Angeles, the cost excess was underwritten in part by the following Locals and their leadership for making contributions: 44, 600, 700, 706, 769, 800, 839, 871 and 892, who were thanked especially for their support. Chair Repola reserved special appreciation to the Events & Networking subcommittee, Dusty Kelly Local 891, Ellen Popiel Local 487, Shirley Berling Local 769 and Rachael Stanley CDG Local 892 for all of their work in putting the event together and working during the event and an extra thanks to Ellen Popiel who does a great job of handling all of the logistics with the restaurant and all of the invitations and RSVPs. Chair Repola ended her remarks with video of clips from last year's Unlimited Potential event.

President Loeb observed that there is no IATSE without the women of the IATSE, specifically noting that the women bring the International strength, honor and distinction. He commended the Committee for a fantastic event at the Convention kickoff. He was pleased that the Los Angeles event was open to rank-and-file members. He sent his regards to President Carteris. He personally thanked Chair Repola for her vision and indefatigable work on the Committee. He

concluded by reiterating the Board's full support of the Committee and its programs.

IATSE YOUNG WORKERS COMMITTEE

Assistant Stagecraft Department Director D. Joseph Hartnett, Assistant Motion Picture and Television Department Director Vanessa Holtgrewe, International Representatives Christopher "Radar" Bateman and Jason Vergnano and Communications Director Matthew Cain reported upon the activities of the Young Workers Committee since the Board's July 2017 meeting in Hollywood, Florida.

For nearly six years, the IATSE Young Workers Committee has sought to encourage young workers to get involved in the labor movement. In that time, countless young IATSE members have become active in their workplaces, communities, and local unions. The Committee noted that in that time, young workers and local union leaders have recognized the importance of building the foundation for the future of our Alliance. The Young Workers Committee has evolved as well. The Committee and its representatives have recognized the patience and persistence needed to engage inexperienced but willing members.

During the 2017 Quadrennial Convention, the Young Workers Committee hosted a successful networking event for young Delegates. This event allowed young Delegates to connect before Convention proceedings started. Assistant Department Director Hartnett offered young Delegates an introduction to what it means to be a union member and a part of the IATSE. Attendees were introduced to the work of the Convention's meetings and committees. They were also educated about their purpose at the Convention—the highest governing body of the Alliance. Many members were glad to reconnect with each other after attending previous Young Workers Conferences. Delegates with common challenges and goals networked in person to discuss solutions and ideas. As an example of increased engagement among young workers, the Committee noted that approximately fifteen people attended the first young Delegates meeting at the 2013 Convention. At the 2017 Convention, more than seventy young Delegates were present. The Committee expressed its thanks to General Secretary-Treasurer Wood and MaryAnn Kelly for their assistance in making arrangements for the Convention's young Delegate event.

The Committee also noted that Marielle "Apple" Thorne of Local 720 earned the IATSE's Outstanding Young Leader Award at the 2017 Convention. Sister Thorne has attended several Young Workers Conferences and has led the Local 720 Young Workers Committee

while also performing officer duties for the Local.

The Committee reported that planning for a 2018 Young Workers Conference is underway. The Conference will take place in Silver Spring, Maryland, from September 18 through September 20, 2018. The Committee expects to build upon the successes of prior conferences held in 2012, 2014, and 2016. Over the years, these Conferences have exposed hundreds of young members to prominent guest speakers, offered trainings on new skills, and driven growth in activism. As with past Conferences, repeat attendees must demonstrate their past activism to attend the 2018 Conference. Members who wish to attend should be age 35 and under and receive approvals from their local union's executive board. Local unions may send up to two members each. This event will be first-come, first-served until filled. The Committee recommended that local unions prepare for the opening of the application process by discussing candidate selections and granting early approval to send members. Event notices will be distributed through email, social media, and the Official Bulletin.

The Committee also reported that the IATSE has a new representative on the AFL-CIO Young Workers Advisory Council (YWAC). Jeffery Higgins of Local 868 in Washington, D.C. is now the IATSE representative on the AFL-CIO YWAC. Brother Higgins was recently involved in a successful organizing campaign with Local 868 and will bring his energies to the YWAC on behalf of the Alliance. The Committee expressed its thanks to previous IA YWAC representative Paul Kent from Local 22. The Committee recognized Brother Kent's dedicated service to the YWAC and his valuable election-related efforts during recent political election cycles.

Assistant Department Director Hartnett, on behalf of the Committee, thanked former Communications Director Emily Tao for her hard work on the IA's young worker initiatives. She was instrumental, together with Assistant Director Harnett, in launching the Committee and it would not have achieved such success without her dedication.

The Committee concluded by noting that it is encouraged by the activism of the IATSE's young workers and it will continue toward its long-term goal of building a bigger movement and brighter future for labor. President Loeb thanked the Committee for its report and remarked upon the importance for the entire Alliance of staying connected to our young members.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS (MPIPHP)

Vice Presidents and MPIPHP Directors Michael F.

Miller, Jr., Thom Davis, and John Ford, along with other MPIPHP Directors Ed Brown, Cathy Repola, Scott Bernard, Rebecca Rhine, Patric Abaravich, and Tommy Cole reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans.

The combined value of Plan assets as of December 31, 2017, is approximately \$9.5 billion. The Pension Plan held \$3.8 billion in assets, followed by the IAP with \$4.5 billion. The Active and Retiree Health Plans held \$1.1 billion and \$115 million, respectively. As of December 31, the MPI Pension investment returns for 2017 were up by approximately 11.1%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is now 7.5%. Since the last meeting of the Board, the MPI Pension Plan actuaries reduced the assumption rate from 8%. Concurrent with that reduction, the Trustees of the pension plan, in consultation with the bargaining parties, agreed to extend the amortization period out to fifteen years, increase the assumed number of hours into the plan annually, and remove operating expenses from the investment returns. The impact of this change has resulted in a significant increase to the minimum annual funding requirement.

Vice President Miller and the Directors also reviewed the MPIPHP asset allocation and its impact on the benefit funds at all points in a market cycle. The conservative allocation with significant investments that are not correlated to traditional stocks and bonds, which is the MPIPHP's current strategy, provides the most diversity possible in a portfolio. This will provide downside protection to the Funds, in the tenth year of the current bull market.

There were 96 million combined hours into the MPIPHP in 2017. Vice President Miller noted that is roughly 2 million hours over 2016 and exceeds assumptions. Year-to-date totals through November are consistent with continued growth, particularly in content delivered via the internet. Employer hourly contributions of \$755 million through October are up.

Residual receipts into the MPIPHP is a funding stream that must be watched very closely as viewing habits, distribution methods, and home video markets evolve.

The Active Health Plan has over 48,000 participants and 100,000 covered lives, with an average annualized cost of \$12,468 per eligible participant. The Retiree Plan consists of 14,000 covered lives with an annualized cost of \$8,900 per participant. There are currently 18,000 retirees and beneficiaries receiving pension benefits.

The MPIPHP reported that the reserve levels were at 19.1 months in the Active Plan and 9.2 months in the Retiree Plan, through December 31, 2017. The projected reserve levels are watched closely in case adjustments are required to preserve funding and benefits.

In addition to the financial highlights of the MPIPHP, Vice President Miller and the Trustees reported on several health plan improvements that have occurred during 2017, some of which have been previously reported to the Board. Some of these changes include an improved out of network emergency benefit, telemedicine through Live Health Online, the addition of the Exer Urgent Care Network and a member assistance program that is available at no cost to MPI participants. Another new service is the Smart 90 prescription drug program which is offered as an alternative to Express Scripts mail-order service. Beginning January 2018, the MPI Retirees were changed to an Express Scripts Medicare Part D Prescription drug program due primarily to incentives and rebates that pharmaceutical companies are required to provide through Medicare that are not otherwise available to the MPIPHP. The directors of the MPI worked closely with Express Scripts to create a plan that mirrors the current non-Medicare prescription drug plan as much as possible.

President Loeb reiterated the importance of the pension and health plans to over a hundred thousand active and retired participants and their families. The healthcare struggle in the U.S. continues to place the burden of providing quality healthcare and viable pensions on the IATSE and the employers. He also indicated that the protection of the benefit plans will continue to be a priority in the upcoming negotiations for a successor Basic Agreement. Finally, President Loeb thanked the Directors for their hard work.

NBC SPORTS NETWORK

In 2017, the International together with Local 745 in Minnesota filed a National Labor Relations Board (NLRB) petition to represent broadcast employees working on NBC Sports Network (NBCSN) cable television broadcasts of National Hockey League events at the Xcel Energy Center arena in Saint Paul, Minnesota. Immediately after the NLRB filing, NABET-CWA filed a complaint with the AFL-CIO, alleging that the IA's petition violated Article XX of the AFL-CIO constitution. NABET-CWA alleged that it had an existing collective bargaining relationship covering the work. This prompted the NLRB to suspend the IA's representation petition. Over several weeks, an AFL-CIO mediator worked with both unions to settle the dispute but the mediation process

did not effectively resolve it. In August, the case was scheduled for an arbitration hearing before an AFL-CIO Article XX Impartial Umpire. The Umpire ruled in the IA's favor, finding that it was not in violation of Article XX. Shortly thereafter, NBCSN and the IATSE negotiated an agreement to conduct an NLRB-supervised election. The IA prevailed in the election and is currently in talks with the employer concerning a first contract.

POLITICAL AFFAIRS – CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

Positive Legislative Changes in Alberta and Ontario

As previously reported in 2017, Alberta's New Democratic government passed Bill 17: *The Fair and Family-friendly Workplaces Act*. Bill 17 included major improvements to the working conditions of all workers, including a \$15 per hour minimum wage. The IATSE was heavily involved in campaigning for these changes in Alberta, led by the Alberta Federation of Labour and championed by Vice President Damian Petti and Canadian Labour Congress Delegate and Alberta Federation of Labour Secretary Treasurer Siobhan Vipond.

In November, 2017, the Alberta Provincial Government proposed Bill 30: *An Act to Protect the Health and Well-being of Working Albertans* following the additional lobbying efforts of organized labour and, in particular, the participation of Vice President Petti, CLC Delegate Vipond and IATSE Local 212 member Gie Roberts on the working group struck in connection with the Bill. Bill 30 proposes to improve workplace health and safety and provide fair compensation and support to injured workers and their families. The new bill will come into force in June of 2018. Among many things, Bill 30 will:

- remove the maximum insurable earnings cap so that injured workers will receive benefits in line with their expected annual earnings;
- require employers to continue providing health benefit programs to injured workers for one year after the date of the injury; and
- improve benefits both for surviving spouses and children when a worker is killed on the job and for young workers who sustain a long-term injury that affects their career opportunities.

In the Province of Ontario, the campaign for change to Ontario's employment laws was led by the Ontario Federation of Labour. Vice President Lewis served on the Leaders' Committee, Canadian Counsel Ernie Schirru served on the Legal and Research Committee, and Representative Hurdon served on the Steering Committee and the Union Communicators Committee. The campaign and the review process, known as the Changing Workplaces Review, was a two year process which culminated in the passing of Bill 148: *Fair Workplaces, Better Jobs Act* in November 2017. Bill 148 contains a number of important amendments to minimum employment standards and labour relations procedure, including:

- ability of trade unions to apply to the Ontario Labour Relations Board to obtain an employer's list of employees prior to actually filing an application for certification;
- expansion of card-check certification to prescribed industries including building services, home care and community services, and temporary agencies;
- improved access to first contract arbitration;
- mandatory three weeks' vacation after five years of service with the same employer;
- minimum pay of three hours for shifts under three hours or when a shift is cancelled with less than 48 hours' notice;
- domestic or sexual violence leave – for which the first five days are paid followed by an unpaid period that can extend up to fifteen weeks; and
- increases to the minimum wage to \$14 per hour in January 2018 and to \$15 per hour in January 2019.

New Canadian Cultural Strategy

As previously reported, the Minister of Canadian Heritage, Mélanie Joly, announced back in April 2016 that the Federal Government would be conducting a sweeping review of Canadian cultural policy, with a focus on digital technology, called, "Strengthening Canadian content creation, discovery and export in a digital world." The scope of the review was massive and it was critical that the IATSE participate.

IATSE's participation started with an online survey, which helped to determine the Ministry's focus and priorities. IATSE then engaged in lobbying high-ranking bureaucrats and officials within the Ministry of Canadian Heritage. To this end, Vice President Lewis and Representatives Neville and Hurdon worked in

conjunction with IATSE Canada's lobbyist Isabel Metcalfe to arrange lobbying opportunities. Thereafter, once the Ministry struck a Standing Committee charged with having oversight of the review process, the IATSE Canadian Office worked with IATSE's Locals across Canada to schedule meetings with committee members in their home ridings across the country. These meetings were then followed up with IATSE's filing of formal written submissions. Vice President Lewis and Representative Hurdon then went to Ottawa and joined other industry stakeholders for the Ministry's announcement of Canada's new cultural and digital content strategy. The Ministry's strategy includes many positives as advocated by IATSE, including:

- a commitment to increase investment to support both domestic production;
- a commitment to promote Canadian content abroad;
- the creation of a joint industry-government council to brand Canada globally;
- an agreement with Netflix that will see the company investing a minimum of \$500 million in Canadian productions over the next five years; and
- an increase in the Ministry's contributions to the Canada Media Fund which supports the country's television and digital media industries.

Lobbying

IATSE Canada will once again participate in the annual National Lobby Day, organized by the Canadian Labour Congress, in February 2018. Representatives Peter DaPrato, Jason Vergnano and Krista Hurdon will represent IATSE along with CLC Delegate Vipond. The Canadian Office is encouraging all Locals to send representatives as well. The focus of this year's lobbying day will be on, among other things, the creation of a national pharmacare program.

IATSE Canada will also be participating in the upcoming first ever Canadian Media Producers Association lobbying event in Ottawa in February 2018 which is aimed at educating politicians on the importance of the motion production industry is to the Canadian economy and culture. The Canadian Office thanked IATSE Local 873 President Wayne Goodchild, Local 873 Business Agent Monty Montgomerie, and IATSE Local 667 Business Agent Christian Lemay.

IATSE Canada continues consult with the federal Ministry of Labour in the ongoing NAFTA negotiations between Canada, Mexico and the United States. IATSE

Canada's efforts in this regard seek to maintain the longstanding exemption for cultural industries.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach.

SAFETY APP

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., IATSE Safety Committee Chairperson Kent Jorgensen, and International Representative Steve Kaplan reported to the General Executive Board regarding the continuing development and implementation of the IATSE Safety App.

Over the past six months, the development on the Safety App focused on adding function and generating content from each Department. By creating the means to link to outside websites and sources, the app can now provide updated and timely information to members, such as the Provincial Occupational Health and Safety Boards in Canada, as well as OSHA and CSATF safety bulletins. At this time, all IATSE Departments have provided content for the app.

The Hazard Reporting Form has been adjusted to allow for a wider variety of reports, and now includes Harassment as one of the listed workplace hazards. Also the ability to adjust who receives notice from the Hazard Reporting Form has been added to better target the appropriate personnel who can investigate and act on those reports.

The app has been submitted to the Google Play and Apple App stores for approval. Once the app is approved for distribution, word will be spread through the Departments and the membership will be notified through the Bulletin and email.

President Loeb thanked Vice President Miller, Chairperson Jorgensen, and Representative Kaplan for their report. The IATSE will continue to do everything it can to insure the safety of the members of the Alliance. Every Department will have an individual that is trained to deal with reports as they are submitted through the App and Safety Hotline.

SEXUAL HARASSMENT COMMISSION MEETING

International Vice President Michael F. Miller, Jr. reported to the Board regarding the formation of the Commission on Eliminating Sexual Harassment and

Advancing Equality in the Workplace. On December 15, 2017, he attended an event which formed and launched the Commission.

Following widespread revelations of pervasive sexual harassment and assault in the media and entertainment industries, executives, independent experts and advisors have come together in an effort to tackle the broad culture of abuse and power disparity by forming and funding the Commission. The intention of the Commission is to lead the entertainment industry toward alignment in achieving safer, fairer, more equitable and accountable workplaces – particularly for women and marginalized people.

The Commission has four primary immediate goals: (1) study current policies and practices, strengthening them where necessary, and develop a process so that findings of sexual misconduct and other forms of bias and harassment are consistently handled in a way that balances fairness and transparency; (2) look to find alignment around training and education programs throughout the industry to avoid duplication and to arrive at best practices for all employees, focusing both on prevention and better understanding of complaint options; (3) utilizing the best tech-enabled complaint and reporting options that address the safety needs of victims and the data needs of employers to be able to address those complaints and determine how best to take action; and, (4) deliver data concerning best practices and reporting within the next three months. Ultimately these goals would be designed to arrive at alignment around best practices for the entertainment industry as a whole. Beyond the immediate goals, the Commission will work to develop recommendations for placing more women in power and leadership, and achieving pay equity and inclusion in the workplace.

The Commission's immediate next steps are as follows: (1) identify delegates from the various stakeholder entities; (2) acquire funding commitments from the industry; and, (3) reconvene on or before March 15, 2018 to present a structure for best practices and alignment around reporting technology that would be vetted and recognized within the industry.

President Loeb thanked Vice President Miller for his report, and reiterated the IATSE's strong commitment to workplace equality and the elimination of sexual harassment in the entertainment industry.

WEST COAST OFFICE REPORT

International Vice President Michael F. Miller, Jr., General Secretary-Treasurer James B. Wood, International Vice President Thom Davis, and

Representatives Peter Marley and Ron Garcia reported to the Board regarding activities of the IATSE West Coast Office since the last meeting.

General Secretary-Treasurer Wood and Vice President Miller updated the Board regarding the purchase of new office space to house the West Coast Office. They reported that the purchase of the new office has been completed and the floor that will house the IA offices will be vacant as of the first week of January. The space that will house the Training Trust Fund will be vacated by early February. Work with the architect continues, plans are being submitted to the City of Burbank, and bids have been requested from multiple contractors. The Board toured the building on Sunday morning and was afforded the opportunity to review renderings and potential design elements. Vice President Miller expressed optimism that the move could be completed by the end of the year. The new space will provide negotiation facilities, event space, and ample parking. The new building will also provide room for growth, for both the IATSE and the Training Trust Fund, well into the future.

The current building on Riverside Drive will be put on the market shortly as the timeline for the move is established. Considerable interest in the building is anticipated and some work is currently being done to present it to sellers.

Vice Presidents Miller and Davis updated the Board on the progress that has been made regarding career pathways and diversity in the industry. The California Legislature is currently considering an initiative that will provide workforce development within the entertainment industry. The IATSE has been working closely to shape the program so that it addresses the unique issues in the industry. The program will provide training in soft skills, and include the involvement of various community partners, including community colleges, and, potentially, the Motion Picture Academy for mentorship in several crafts. Miller and Davis expressed their optimism that a program to grow the ranks of the IATSE with a qualified and diverse workforce can be developed and implemented while continuing to raise the bar for the existing membership.

Vice Presidents Miller and Davis also discussed various political campaigns and events that have taken place through the last half of 2017, and what is anticipated in 2018. The work of the California IATSE Coalition (CIC) has continued to raise the profile of the IA throughout the state and has increased the IA's presence elsewhere. The CIC, which consists of all California IATSE Locals, has become entrenched in the political process. California is considered a key state in the effort to regain the U.S. House of Representatives. Vice Presidents Miller and Davis also discussed the

difficult Senate Primary race that will pit a longtime IATSE ally and friend, State Senate President pro Tem Kevin de León, against incumbent Dianne Feinstein. The 2018 Governor's race will also be vitally important to the entertainment industry with several of the IA's political friends vying for the position. Governor Jerry Brown is termed out and, with California's "top two" primary system, the general election is likely to involve two pro-worker, pro-labor, candidates; both of whom have a history of supporting the IATSE. The primary will be held in June, with the general election in November.

In anticipation of those upcoming elections, the IATSE will be working closely with the AFL-CIO and affiliates to mobilize an intense grassroots coalition of unions and members. IATSE members will be organized to go door-to-door; participate in phone banks, voter registration, and other efforts to promote candidates that share the IA's values. Activism at this level is crucial to all the legislative initiatives that are important to the membership. Representative Ron Garcia will be coordinating the activism component of the upcoming elections for the West Coast Office.

President Loeb expressed his appreciation for the report. He noted that the Locals in California are deeply engaged in the political process in California, and the Alliance benefits from their engagement. President Loeb thanked Vice President Davis for his important political work in California. Workforce development is vital and will help the IATSE recruit new, diverse members into the Alliance. Finally, President Loeb thanked General Secretary-Treasurer Wood and Vice President Miller and for their stewardship of the purchase of the new West Coast Office building. The new building will provide room for the organization to grow and act as the nucleus of activity for the IATSE in Los Angeles.

LOCAL NO. 191, CEDAR RAPIDS, IA

Re: Agreement with VenuWorks of Cedar Rapids

Vice President Craig Carlson reported to the Board on the assistance he provided to Cedar Rapids, Iowa's Local 191 agreement with VenuWorks covering city-owned U.S. Cellular Center, Paramount Theater and McGrath Amphitheatre.

In 2008, Cedar Rapids, a mid-size city with a population of 131,000, endured a devastating flood which badly damaged the entire city including all of the aforementioned venues. U.S. Cellular Center is a multipurpose arena located in downtown Cedar Rapids with 8,600 seats for concerts and 6,900 for basketball.

The "Center" hosts local sporting events and mainstream concerts.

The Paramount Theatre is a 6-story brick building located in downtown Cedar Rapids. It opened as the Capital Theatre in 1928 to present vaudeville acts and show feature films. It was bought by Paramount Pictures in 1929 and aptly renamed "The Paramount Theatre". It is listed on the National Register of Historic Places. The Paramount is home to Orchestra Iowa, the Cedar Rapids Organ Society and a series of Community Concerts. It is famous for its restored Wurlitzer organ.

The McGrath Amphitheatre, built in 2013, is an \$8 million outdoor venue built on a man-made slope which was designed into the city's flood control system. The back wall of the venue has removable flood panels and serves as a levee for the Cedar Rapids River. It has a 40' x 60' stage, a fabric roof, permanent rigging points and a grid. They host small, free community programs and commercial ticketed events for up to 5,000 people.

Local 191's leaders Jeff Smith, Travis Jacobs, Scott Wiley and Rick Von Leenan and Vice President Carlson proposed to add "The Cedar Rapids Ice Arena" to the VenuWorks Agreement. This 3,850-seat multipurpose arena opened January of 2000, has two sheets of ice, is owned by the city and is home to the RoughRiders of the United States Hockey League, several local youth hockey teams and skating clubs.

The parties met on November 20, 2017 and continued through the fall. They reached agreement for all venues for a 3-year term including annual wage increases, annuity contributions, higher hourly rates for certain classifications, increased jurisdiction, improved quality-of-life provisions and premium pay. This agreement was unanimously ratified. Business Manager Jeff Smith and all of Local 191 expressed gratitude to President Loeb for reinstating their Charter in 2013 and for assigning now retired Vice President Jack Beckman to secure their first VenuWorks agreement at that time. They also thanked President Loeb for helping secure this agreement which makes progress on the three venues they had while adding a fourth venue. Local 191 has continued to organize and recently signed a first agreement for work at University of Dubuque's Heritage Center Theatre and the Local is close to a first-time agreement with another venue in Dubuque.

President Loeb remarked that it is gratifying to know the Local appreciates the benefits of organizing. He extended his congratulations to Local leadership and members for shoring up their jurisdiction. Finally, he commended Vice President Carlson for a job well done.

LOCAL NO. 871, HOLLYWOOD, CALIFORNIA

Re: Certified Bargaining Representative

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., Assistant Motion Picture Director Vanessa Holtgrewe, Associate West Coast Counsel Jacob J. White, Local 871 Business Agent Leslie Simon, and Assistant Business Agent Heidi Nakamura, as well as various new members of Local 871, reported to the General Executive Board regarding the organizing of more than 400 new members for Local 871.

Vice President Miller provided a broad overview of the process that led to the Script Coordinators and Writers Room Assistants coming under the IATSE umbrella. Business Agent Simon discussed the actual grassroots campaign which began over a year ago and the response was overwhelming.

Forming a negotiating committee, the group defined their core goals: raising wages, gaining steady Motion Picture Industry Pension and Health Plan (MPIPHP) benefits, addressing unscheduled weekend work, and, in general, having representation like everyone else in the writers' room.

Vice President Miller provided a detailed account of the negotiations, which were held in Los Angeles this past November. Although the union's proposals were realistic and cored down to address the most important issues for this bargaining unit, the negotiations were difficult. Throughout negotiations, Vice President Miller and Business Agent Simon were clear: these workers were due a raise, and must be supplied with healthcare coverage and a pension. Vice President Miller also noted that, while the negotiations were difficult, the employers took the issues seriously and worked diligently to come to a mutually acceptable agreement.

After negotiations, the IATSE and Local 871 had achieved the majority of the unit's priorities. MPI healthcare and other benefits, increased wages, and improvements in working conditions were all achieved.

The recently bargained agreement was overwhelmingly ratified by the new unit.

In conclusion, Vice President Miller noted that the IATSE and Local 871 are now stronger by more than 400 new members, and these workers will see important gains, not only through their paychecks, and healthcare and retirement savings, but also through their ability to finally speak with one voice.

President Loeb thanked all of the new members that attended this presentation to the Board and welcomed them to the IATSE. Organizing drives are about courage. This unit, comprised of many young people, had the vision and solidarity necessary to win. Without their strength, solidarity, and courage, this success would not have been possible. As the epitome of the IATSE's focus on "growth = strength", this organizing drive will increase the membership of the Local by approximately 20%.

In a special ceremony after the report, the new members of Local 871 were sworn into membership by President Loeb. The new members received a hearty standing ovation from the Board, Representatives and their fellow IATSE members in attendance.

LOCAL NO. 873, TORONTO, ON

Re: Term Negotiations

International Vice President and Director of Canadian Affairs John Lewis, IATSE Local 873 President Wayne Goodchild and Business Agent Monty Montgomerie reported to the General Executive Board on Local 873's negotiations for a renewal of its Long Term Agreement with the Alliance of Motion Picture and Television Producers ("AMPTP").

Local 873 bargained a renewal of its Long Term Agreement with the AMPTP member companies in Los Angeles the week of December 4, 2017. At the conclusion of bargaining that week the parties reached a deal. The highlights of the three-year deal that has been overwhelmingly ratified by the Local membership include industry-standard wage increases additional wage increases to productions made under the supplemental agreement starting in season 2; a new budget tier for "high budget" productions made for subscription video on demand (SVOD) services with over 20 million subscribers in North America; increased employer contributions for training; new language to allow for additional health and safety representatives in the workplace when necessary:

- Improvements to meal language application inclusion of a new "assistant on-set dresser" position.
- Improvements in travel language length of workdays and hotel provision after fourteen hours.

President Loeb noted that the terms negotiated by the Local in this current round of bargaining represent substantial increases in compensation and reflect the value and caliber of the work that Local 873 members bring to the motion picture and television production process. He congratulated Local 873 on reaching a deal.

LOCAL NO. 924, STRATFORD, ON

Re: Stratford Shakespeare Festival

International Representative James Brett reported to the General Executive Board on the status of IATSE Local 924's negotiations for a renewal of collective agreement covering theatrical wardrobe workers at the Stratford Festival in Ontario.

It was explained that over the course of several meetings in 2017, Local 924, with the assistance of Representative Brett, was able to reach a deal with the Stratford Festival for a three-year renewal agreement that addresses, among other things, the longstanding wage gap between the Local 924 wardrobe workers and the Local 357 wig workers as compared to the Local 357 stagehands working at the Festival. This deal was reached by Local 924 and Local 357 working together at the bargaining table and only after some contentious bargaining sessions that included applications for conciliation being filed with the Ministry of Labour and strike authorization being granted by the International President.

Highlights of the Local 924 renewal agreement include wage increases over three years and serve to close the wage gap by almost \$1.50 per hour over the life of the agreement. In addition, the renewal agreement includes improvements giving the Local input in show crewing requirements, increases in meal penalties, show clothing and footwear allowances as well as three days' paid leave for victims of domestic abuse.

Representative Brett recognized the efforts of Local 924 bargaining committee members, Local 924 President Ina Brogan and Business Agent Margie Bruer, in reaching this deal. Representative Brett also gave special thanks to Local 357 President Mark Card and Business Agent Larry Miller for Local 357's support of and cooperation with Local 924 throughout the bargaining process.

International President Loeb congratulated Local 924 on securing a renewal agreement. In doing so, he also commended Local 357 for its solidarity and support of Local 924 in securing wage increases that close the wage gap between wardrobe workers and stagehands at Stratford.

LOCAL NO. B-173, TORONTO, ON

Re: Civic Theatres Toronto

International Vice President and Director of Canadian Affairs John Lewis and International Representatives Krista Hurdon and James Brett reported to the General Executive Board on IATSE Local B-173's efforts to

secure and expand the Local's bargaining rights with the newly amalgamated Civic Theatres Toronto.

It was explained that in July of 2015, after a lengthy consultation process, the Toronto City Council approved the consolidation of the governance and operations of the St. Lawrence Centre for the Arts, the Sony Centre for the Arts and the Toronto Centre for the Arts into one new organization under the direction of a single City board called Civic Theatres Toronto (CTT). In October of 2016, the newly formed CTT hired its first ever CEO and the amalgamation began in earnest. A number of management staff were let go, others were reassigned, and the job of consolidating operations began.

In June of 2017, CTT filed an application at the Ontario Labour Relations Board to resolve the issue of conflicting bargaining rights for the front of house staff (FOH) working at the three venues. As further background, Local B-173 only had bargaining rights with the FOH working at the Sony Centre, where it represented 140 FOH employees. The Canadian Union of Public Employees (CUPE), on the other hand, held bargaining rights for the 39 FOH staff working at the St Lawrence Centre while the 88 FOH staff at the Toronto Centre for the Arts did not have any union representation at all. Unifor and SEIU held bargaining rights for some of the various other employees at the Sony Centre. As an aside, Local 822 holds bargaining rights for wardrobe workers at all three venues while Local 58 holds bargaining rights for stagehands working at all three venues.

Through the course of mediation, and with the assistance of Canadian Counsel Ernie Schirru, Local B-173 was able to negotiate a representation vote in the workplace whereby the approximately 300 FOH employees working at all three of the CTT venues would vote on whether they wanted to be represented by IATSE or CUPE or have no union representation at all.

Throughout this process and leading up to the vote on November 17, 2017, Representatives Hurdon and Brett, with the assistance of Canadian Counsel Schirru, Local B-173 President Jeff McMahan and former Business Agent Chastity Brooker, engaged in a tireless campaign setting out the benefits of being represented by IATSE in an effort to win over the affected FOH employees working at all three venues. This included written messaging, buttons, and t-shirts as well as face-to-face meetings. The Local's efforts were also supported by the Local 822 and Local 58 executives and their respective members working in those venues.

Of the 265 eligible voters, 115 cast a ballot in the vote held on November 17, 2017, with Local B-173 securing 90

votes, CUPE securing 17 votes and the non-union option securing 4. Two votes were determined by the Ontario Labour Relations Board to be spoiled and 2 votes were in dispute. On November 29, 2017, the Ontario Labour Relations Board issued a decision confirming Local B-173 to be the bargaining agent for all FOH employees at all three CTT venues.

Local B-173's newly elected Business Agent George King, with the assistance of Representative Brett, have since engaged in discussions with CTT representatives for the merger of collective agreements governing the terms and conditions of employment for all affected employees in the single larger bargaining unit now represented by Local B-173.

Representatives Hurdon and Brett gave special thanks to the efforts of former Local B-173 Business Agent Chastity Brooker, Local B-173 member Elliott Lewis, Local 822 President Diane Luckett-Reilly, Local 822 Business Agent Michelle DiCesare, Local 58 President Justin Antheunis and Local 58 members Wes Allan and Russel Hawley and International President Loeb for their respective efforts in making this campaign a success.

President Loeb congratulated Local B-173 on securing the bargaining rights for the front of house employees at the three theatre venues in Toronto, noting that it was an example for growth equalling strength.

LOCAL NO. 8, PHILADELPHIA, PA

Re: Wilma Theater

International Vice President and President of Local 8 Michael Barnes, Local 8 Secretary-Treasurer Christopher O'Shea and IATSE Special Representative and Local 8 Organizer Daniel Little reported on Local 8's tentative agreement with the Wilma Theater Company, located in downtown Philadelphia. A three-hundred seat LORT C resident theater company in operation since 1973, the Wilma is the latest in a string of regional theaters Local 8 has successfully organized. Since 2012, Local 8 has organized the Philadelphia Theater Company, Bristol Riverside Theater, Media Theater and presently the Wilma Theater. The 3-year collective bargaining agreement covers stage and wardrobe workers annual wage increases, premium pay quality-of-life improvements, health and retirement contributions, rest and meal periods.

Vice President Barnes reported that the Wilma stagehand employees who did not belong to Local 8 are being offered membership. Local 8 has grown not just in numbers but in strength. The Local has embraced this

workforce and as a result have become stronger than it has ever been in their 125-year history.

On behalf of the entire membership of Local 8, Vice President Barnes thanked President Loeb, for his focus on organizing and his foresight to give Local 8 the tools for success. President Loeb observed that the members of Local 8 have embedded in their culture each of the themes of the last three Conventions: "By Organization and Mutual Endeavor", "The Pillars of Success", and presently "Growth Equals Strength." On behalf of the General Executive Board, President Loeb expressed appreciation to Local 8 for "doing the right thing" and aggressively organizing workers, observing that "this is just smart business." He remarked that no theatre is too small to organize because all stage workers deserve IATSE representation.

LOCAL NO. 2, CHICAGO, IL

Re: Operation Warm

Vice President and Local 2 Business Manager Craig Carlson gave an uplifting video report to the Board regarding Local 2's civic activism. Chicago winters are legendary for their unrelenting, unforgiving brutally cold temperatures. Local 2 became involved with Operation Warm as a result of President Loeb's platform of "Growth Equals Strength". Both "growth" and "strength" can be direct by-products of being "Socially Active" with kind-hearted initiatives. Operation Warm is a non-profit organization that provides new winter coats to children in need. This organization helps improve self-confidence, peer acceptance, school attendance and overall wellness of program participants.

Operation Warm is not a coat drive. They create their own winter coats and last year 95% of their funding went directly to children's coat programs. Today in America, one in five children lives on food stamps. Recently, Operation Warm began a collaboration with public libraries in Chicago's blighted economic areas in an effort to provide free winter coats to kids and to encourage these children to read, thoughtfully interact with others and expose them to a positive experience at their neighborhood library.

On Saturday, November 4, 2017, Local 2 sponsored 150 children to attend Chicago Lawn Branch Library, located in an economically challenged neighborhood, to play interactive games, join in musical sing-alongs, meet a retired Chicago Bears football player, receive a brand-new winter coat, and chose two new books to keep. Most of the kids were escorted by their mothers. Each child was given a new, personalized coat. The impact on this community was incredible, library attendance the following Saturday was up by 250% and 116 new library cards were issued.

Mothers approached the event tentatively with kids in tow, thinking there was a catch only to realize the entire experience was a gift. The children's reactions were priceless.

Sponsoring this at the onset of the holiday season was a heartwarming experience. Vice President Carlson asked local leaders, especially large local leaders with cold winters to review this program and contribute to it if possible, observing that participation will warm a child in need, warm your heart, and help endear Locals to their respective communities. He noted that initiatives that help underserved neighborhoods, overburdened parents and needy children deliver a clear message that the IATSE actively plays an important role in the community. This type of social activism helps strengthen ties and grow relevance privately, publicly and politically. President Loeb's initiating "Social Activism" into an army of more than 138,000 members is another example of his strong and compassionate leadership.

Vice President Carlson sincerely thanked President Loeb for making the International more aware of the impact they must take and are obligated to provide those in need. President Loeb effusively observed that Operation Warm is clearly a worthy cause. He advised that it costs \$4,000 to take care of 150 children. He commended Vice President Carlson and Local 2 for a great example of activism and for "doing the right thing."

RETIREMENT OF ASSISTANT TO THE PRESIDENT SEAN MCGUIRE

After forty-one years as a member of the IATSE, Assistant to the President Sean McGuire announced his retirement. During his more than twenty-year tenure at the International, ATTP McGuire distinguished himself as a utilitarian player—able to assist local unions in Canada and the United States. Indeed, ATTP McGuire has worked not only with local unions in both countries but has represented the International's interests before governmental agencies and private organizations in Canada and the United States. His reputation as an upright, straight-forward, conscientious worker led to his appointment to ATTP in 2006, one of the highest administrative staff positions in the International. In his retirement remarks, ATTP McGuire expressed his appreciation to President Loeb, Vice Presidents John Lewis and Damian Petti, and Canadian Representatives for their camaraderie and confidence.

President Loeb observed that ATTP McGuire is a "smart, tough, committed worker who brought credibility to the International." He commended ATTP McGuire for a "distinguished career" and thanked ATTP McGuire for

tremendous service to the International. President Loeb remarked that while ATTP McGuire's absence would most assuredly be felt, ATTP McGuire had certainly earned a long, healthy retirement.

ATTP McGuire was sent off with a stirring standing ovation.

RETIREMENT OF VICE PRESIDENT WILLIAM E. GEARNNS, JR.

On January 9, 2018, Vice President William "Bill" Gearnns, Jr. celebrated his Golden Anniversary in the IATSE. For the last thirty of those years, he was employed by the International. Indeed, either of these milestones would be a reason to celebrate; but, apart from Vice President Gearnns marking them, these achievements probably went unnoticed. Vice President Gearnns simply "does the work"—without fanfare or attention. He embodies stoicism, unpretentiousness, politeness, and industriousness. His quiet demeanor belies a sharp intelligence and—as known by those familiar with him—an extremely dry wit.

Vice President Gearnns began his career as an apprentice in Local 30, working in the carpentry shop building scenery for Starlight Musicals. Upon completing his apprenticeship, he worked for ten years as a stagehand. In 1977, he was elected Business Agent of Local 30, a position he held for ten years. In 1988, he was hired as an International Representative, which marked the naissance of the International's Tradeshow Department. In 2000, then Representative Gearnns was promoted Tradeshow Department Director. Prior to 1988, the International's presence in the tradeshow and display area consisted of a mélange of agreements. Now, there are scores of IATSE collective bargaining agreements in the Tradeshow Department covering Canada and the United States. Moreover, today Representatives in the IATSE's Tradeshow Department sit on the boards, and are members, of several international exposition-industry organizations.

In his remarks, Vice President Gearnns observed that that he is retiring with mixed feelings, specifically noting his appreciation for the dramatic culture change in the International. Still, he said that the time has come for him to begin the next chapter. He expressed his sincere gratitude to President Loeb for unwavering support and friendship. He also acknowledged his colleagues in the Tradeshow Department, namely fellow Vice President C. Faye Harper and Representatives Joanne Sanders, Mark Kiracofe, Donald Gandolini, Dan'l Cook, Carlos Cota and John Gorey; General Counsel Samantha Dulaney; and the hundreds of local unions with which he

worked. After his remarks, Vice President Gearns was saluted with a rousing standing ovation.

President Loeb observed that Vice President Gearns' "dedication, intelligence, and strategic leadership have left an indelible mark on the International." Speaking directly to Vice President Gearns, President Loeb stated "what you have done as a member of the IATSE has been stellar. You will be greatly missed. We were happy and lucky to have you. You are a stand-up guy." And, with that, President Loeb wished Retired Vice President Gearns a long, blissful retirement.

ELECTION OF INTERNATIONAL VICE PRESIDENT JOANNE SANDERS

On Thursday, February 1, 2018, the General Executive Board unanimously elected Representative Joanne M. Sanders to the position of Thirteenth IATSE Vice President, filling a vacancy occasioned by the retirement of Vice President William Gearns.

Vice President Sanders is a member of Locals 893 (1990) and 30 (2009) in Indianapolis. She has been a member of the IATSE for thirty-seven years. In 2000, she was hired as an International Representative.

During that same year, she was elected an at-large councilor on the Indianapolis City-County Council, serving from 2000 to 2011. Vice President Sanders has assisted/represented hundreds of local unions in stage, wardrobe and tradeshow. Since joining the staff of the International, Vice President Sanders has participated in the Coalition of Labor Union Women (CLUW), serving on that organization's executive board for the last eight years. She also sits on the Executive Committee of the International's Women's Committee. Indeed, throughout her career, Vice President Sanders has represented the interests of workers not only in the International but also in affiliated organizations and in government. Recently, the Indianapolis Public Library Board of Trustees elected her Board President for 2018.

President Loeb remarked that Vice President Sanders has earned the respect and admiration of her peers and is an asset to the International. He stated that her election to the Board is well-deserved.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 4:30 p.m. on Thursday, February 1, 2018.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

THE SHERATON GRAND LOS ANGELES, CA JANUARY 30, 2018

Since the last meeting of the Defense Fund Committee in Hollywood, FL on July 11, 2017 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 7, Denver, CO, Denver Center Theater Company Organizing – Legal.... \$17,913.22

Local No. 22, Washington, DC, MGM-Maryland – Legal 8,295.27

Local No. 56, Montreal, QC, Solotech Organizing, Herve Lemieux – Legal..... 3,302.66

Local No. 58, Toronto, ON, PSAV – Legal 15,820.00

Local No. 69, Memphis, TN, JSAV Petition– Legal..... 391.25

Local No. 153, El Paso, TX, SMG – Legal 15,750.88

Local No. 154, Ashland, OR, Oregon Shakespeare Festival – Legal 2,888.50

Local No. 158, Fresno, CA, SMG – Legal..... 726.50

Local No. 168, Victoria, BC, Intrepid Theatre – Legal..... 2,160.80

Local No. 205, Austin, TX, Zach Organizing – Legal 9,566.62

Local No. 262, Montreal, QC, Cineplex Entertainment /Colossus Laval/Ste-Foy – Legal 8,546.55

Local No. 295, Regina, SK, Mosaic Stadium – Legal 4,620.75

Local No. 415, Tucson, AZ, ULP – Legal 11,772.29

Local No. 471, Ottawa, ON, Lansdowne Right Grievances – Legal 20,548.98

Local No. 500, South Florida, Kravis Center – Legal 39.00

Local No. 523, Quebec, QC, Center Videotron – Legal 11,011.08

Local No. 680, Halifax, NS, NB Labour Matters – Legal 3,568.88

Local No. 731, Rapid City, SD, Plaza Civic Center – Legal 5,156.90

Local No. 745, Minneapolis, MN, NBC Sports Network – Legal 4,612.05

Local No. 828, Hamilton, ON, Canadian Opera Company..... 1,028.84

Local No 863, Montreal, QC, Center Pierre Peladeau – Legal 426.84

Local No 891, Burnaby, BC, Nasco Certification – Legal 5,852.37

Local No. B-173, Toronto - Hamilton, ON, Toronto International Film Festival Inc./ Bell Lightbox Office – Legal 10,961.00

SUB TOTAL:..... \$164,961.23

INTERNATIONAL

IATSE – Amador & Tenney, AMPTP The Coalition Group, LLP, National Harbor, LLC, NLRB Hearings PRG Warehouse Staff – Legal 16,039.42

IATSE – National Certification Research – Legal.. 1,161.67

IATSE – Basic Agreement – Legal..... 13,893.75

IATSE – Golf Channel, Black Walnut, Misc. – Legal 1,037.50

SUB TOTAL: \$32,132.34

LOBBYING AND CONSULTING

Thorsen French Advocacy 60,000.00

SUB TOTAL: \$60,000.00

EDUCATION

LEAP Reimbursements to Locals/Officers 15,194.73

Misc. Training/InfoComm/Instructors.... 190,074.05

SUB TOTAL:..... \$205,268.78

GRAND TOTAL: \$462,362.35

Respectfully submitted

s/Matthew D. Loeb
s/Colleen A. Glynn
s/James J. Claffey, Jr.
s/John M. Lewis
s/Daniel Di Tolla

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD AT THE
SHERATON NEW YORK
TIMES SQUARE
NEW YORK, NEW YORK
AUGUST 6 – 10, 2018

CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, August 6, 2018 in the New York West/Riverside Ballrooms of the Sheraton New York Times Square, New York, New York.

ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR.,

Fourth Vice President and
Director of Motion Picture
and Television Production

DANIEL DI TOLLA, Fifth Vice President and
Director of Stagecraft

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President and
Director of Canadian Affairs

CRAIG P. CARLSON, Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER, Tenth Vice President

COLLEEN A. GLYNN, Eleventh Vice President

JAMES J. CLAFFEY, JR., Twelfth Vice President

JOANNE M. SANDERS,

Thirteenth Vice President and Director of
Tradeshaw and Display Work

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Director of Communications Matthew Cain; Director of Broadcast Sandra England; Political Director Erika Dinkel-Smith, Assistant Political Director Corey Sims; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher “Radar” Bateman, Steve Belsky, Jim Brett, Dan’l Cook, John Culleeny, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, John Gorey, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Brian Lawlor, Daniel Little, Peter Marley, Don Martin, Rachel McLendon, Brian Monroe, Julia Neville, Fran O’Hern, Stasia Savage, Joseph Short, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Communications Coordinator Jonas Loeb; Operations Manager of the Canadian Office Nate Richmond; Staff members Leslie DePree, Asha Nandlal, Alejandra Tomais, Marcia Lewis, Jimmy Rainey and MaryAnn Kelly.

In addition, guests of the IATSE at this meeting included Head of UNI MEI & Euro MEI Johannes Studinger.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 6, St. Louis, MO; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 12, Columbus-Marysville-Delaware-Newark, OH; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John’s Univ-Coll. of St. Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin Cty-Santa Rosa-Lake

Mendocino-Sonoma-Napa Cty-San Mateo Cty-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 56, Montreal, QC; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 100, New York, NY; 110, Chicago, IL; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 161, States of New York/New Jersey/Connecticut; 168, Vancouver Island, BC; 205, Austin, TX; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 262, Montreal, QC; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 347, Columbia, SC; 411, Province of Ontario; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 793, Pacific Northwest; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B18, San Francisco, CA; B20, Portland, OR; B27, Cleveland,

OH; B173, Toronto-Hamilton, ON, B192, Hollywood, CA and F72, New York City and Vicinity, NY.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals One, 4, 52, 100, 161, 306, 600, 700, 751, 764, 794, 798, 829, B751, F72, USA829 and ATPAM appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to New York City. On behalf of the Host Locals, Co-Chairmen of the Host Locals John Ford, President of Local 52 and James J. Claffey, Jr., President of Local One thanked the General Executive Board for the opportunity to host this meeting. Brother Claffey stated that the New York City Locals are extremely proud to celebrate the IATSE's 125th Anniversary. He assured the Board that the Host Locals' efforts and objectives were to make sure the week was a memorable one.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

INTRODUCTIONS

President Loeb introduced the following new members of the Official Family:

Benjamin Hague,
International Representative

Benjamin is a member of IATSE Local No. 2 in Chicago. He holds ETCP certifications in Theater and Arena Rigging as well as Entertainment Electrician. Benjamin oversaw hotel properties in Local 2's jurisdiction and served as Navy Pier Steward and Head Audio Engineer. Ben works within the Trade Show and Display Work Department and is based in Chicago.

Allison Smartt,
International Representative

Allison is a member of Local 232 in Northampton, MA and most recently worked in the jurisdiction of Local 33 at the Pasadena Playhouse. Allison is an experienced instructor, outreach coordinator and technician. She has worked as Donor Manager for the Next Echo Foundation, as the Associate Technical Director at the California Institute of the Arts and as Outreach Manager at CreativeFuture. Allison works within the Stagecraft Department is based in the West Coast Office.

*Wade Tyree,
International Representative*

Wade has fifteen years' experience in the IATSE. He was President of Local 487 in Baltimore, Maryland. In that capacity, Wade established various committees for the Local including a safety and education program; Hardship Committee; a Young Workers Committee; a Women's Committee and a Political Education Committee. Wade was elected to the Maryland State and DC AFL-CIO as Vice President to represent the interests of young workers and develop future leaders of labor. He was the first to be elected to the position, labeled the "Futures Position." Additionally, Wade is a graduate of Townson University and was Adjunct Professor at Townson helping build relationships between the IATSE and Townson. Wade works within the Motion Picture and Television Production and works in the General Office in New York.

*Daniel Little,
International Representative*

Dan Little, an Audio Engineer by trade, has been working as an organizer for Local 8 since 2012, active at all levels of campaigns. He is 6 and 0 in RC petition wins. He previously served as an Associate Business Agent for Local 8. In August of 2017, he was asked to assist the Stagecraft Department as a Special Representative. Dan will work with the Stagecraft Department and is based in Philadelphia.

*Rachel McLendon,
International Representative*

Rachel McLendon has worked in the broadcast sports industry for fifteen years, twelve of those years for Golf Channel as a utility and a fiber technician. She has been involved with the Golf Channel organizing and negotiating from the beginning and that bargaining committee elected her to serve as craft representative. She served as an International Special Representative assisting with organizing efforts in Charlotte, NC and in South Florida. Rachel will work with the Broadcast Department and is based in Atlanta, GA.

*Corey Sims, Assistant Director,
Political and Legislative Affairs*

Corey worked for Communications Workers of America where he was responsible for managing data programs and systems, specifically related to tracking membership participation. Prior to the CWA, Corey was with Organizing for America: Florida and worked as a Field Organizer where he coordinated over one hundred community events. Additionally, he served as an Intern at

The White House in the Office of the First Lady during President Obama's administration. He is a graduate of Northeastern University and the University of Central Florida. He will work with Director Erika Dinkel-Smith in the Political and Legislative Affairs Department and is based in Washington, D.C.

*Jonas Loeb,
Communications Coordinator*

Jonas is the new Communications Coordinator for the International. He spent the last several summers working in the Communications Department, so bringing him on board was a natural decision. He graduated from Oberlin College in 2018 with a BA in Economics and Philosophy. He hopes to facilitate the growth of the union and promote the labor movement by constantly improving and adapting our online activities. Jonas will be based in the General Office in New York.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Winter Meeting – January 29 - February 2, 2018 – Los Angeles, California

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Los Angeles, California, the week of January 29 – February 2, 2018.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on various matters.

125th Anniversary

General Secretary-Treasurer Wood began his report by noting that on July 17, 2018, the International celebrated its 125th Anniversary of the inaugural convention in New York City in 1893.

In recognition of this significant milestone, a number of initiatives have been undertaken. The 2nd Quarter issue of the Official Bulletin was published as a commemorative issue for the entire membership of the Alliance. A new promotional/historic video has been produced and will be made available to local unions in the coming months. Specially designed stationery was produced and a lapel pin was made available for purchase by local unions. This

pin has been far and away the best selling pin that has ever been made available with thousands of them already having been ordered by the local unions. The pins continue to be available from the General Office at a cost of \$5.00.

Finally, this historic moment will be celebrated on Thursday August 9th from 7:00 – 10:30 in the Metropolitan Ballroom at the Sheraton New York Times Square.

Information Technology

The International continues to spend significant resources on upgrading both hardware and software for not only its offices but also International Representatives and Officers that work in the field. The internet speed in the General Office was also recently doubled in order to deal with the increasing use of cloud based functionality.

The membership database continues to be modified and expanded as various departments make requests for the ability to track additional information. The Education Department and Canadian Affairs have recently had tracking enhancements added.

In order to stay secure against all of the malicious malware and ransomware attacks that are increasingly prevalent in the world today, the IATSE has recently begun using Wombat Technologies as a security education platform. It allows the International to send out simulated spam/malware emails to staff and Representatives to see if they click on what would have been a malicious email and, if so, to assign them a quick tutorial to assist them in spotting future malicious emails. A recent campaign demonstrated that efforts at educating International staff about the dangers of such emails have been successful, as only 10% of those contacted actually clicked on the link.

Audited Financial Statements

For the past number of weeks, the auditors have been in the General Office performing the April 30, 2018 year-end audit. The final audited statements are being finalized and will appear in the Third Quarter issue of the *Official Bulletin*.

The change in net assets in the General Fund increased by \$1,822,049 during the past fiscal year and net assets in that fund now stand at \$37,241,683. The unrestricted net assets in the Convention Transportation and Per Diem Fund were \$4,543,996 at year-end and the unrestricted net assets in the Defense Fund are now \$13,383,740. The total net assets of the Alliance now stand at \$51,040,129 with real estate assets only valued at depreciated cost.

Finally, General Secretary-Treasurer Wood reported

on the following Finance Department items:

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2018, royalty payments in the amount of \$222,572 were received;
2. The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular service and \$450 for a “rush” request, which must be processed within forty-eight hours. For the year ended April 30, 2018, the International received \$1,178,235 in consultation fees.

President Loeb thanked General Secretary-Treasurer Wood for his report, specifically recognizing his efforts on the 125th Anniversary Bulletin. He also thanked MaryAnn Kelly for her work on the same. Finally, he remarked on the strong financial condition of the Alliance and thanked General Secretary-Treasurer Wood for his work in this regard.

A motion was made to accept the report of the General Secretary-Treasurer. The motion was seconded, and passed.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Andrew C. Oyaas, Carlos Cota and Patricia A. White presented the Report of the Board of Trustees for the period of October 1, 2017 through April 30, 2018 to the General Executive Board. Trustee Oyaas reported that the Trustees met in the General Office in New York City on May 22-24, 2018 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order. The Board accepted and approved the report and President Loeb thanked the Trustees for their work.

APPEARANCE: NEW YORK CITY MAYOR BILL DE BLASIO

The General Executive Board was honored to invite New York City’s 109th mayor, Bill de Blasio, to address their summer meeting. Mayor de Blasio extended warm greetings to President Loeb on behalf of the International as well as to local unions, officers and delegates. The mayor thanked the Board for “coming home” and expressed his appreciation that so many chose to visit New York city.

In his remarks, Mayor de Blasio congratulated the International on its 125th Anniversary. He specifically

highlighted the IATSE's long-history—beginning in Manhattan in 1893—as emblematic of the power of working people. He observed that the tradition the Board and the IATSE Locals are following is extraordinary.

The mayor informed those in attendance that New York City is the “biggest union town in America” counting amongst its population more than one million proud union members. He remarked that unions and their members contribute to the allure and success of New York City. The mayor noted “the impact of the labor movement has been to create a society that works—because of the labor movement working people have a chance to make it.” He further observed that organized labor is one of the most benevolent, socially-conscious movements in history. He recounted that labor was the backbone in the fight for civil rights in America and has fought for all workers to have living wages as well as health and retirement benefits. He asked the Board and IATSE local unions to imagine how unjust and unfair America would be without the labor movement.

Mayor de Blasio stated that building the labor movement builds a healthy society. He opined that the problems faced by America will be solved with the involvement and input of the labor movement. In his view, unions and workers should continue to organize thereby increasing union membership. He told those in attendance to ignore naysayers because the psychological warfare of detractors is to emphasize what cannot happen. He noted that when he first ran for office he was told that there would never be a \$15/hour minimum wage or free Pre-k. He advised the Board that in New York City not only is there now a \$15/hour minimum wage but also free Pre-k for 3-and-4-year-old children as well as paid sick leave for one-half million workers. He charged the Board and Locals to give workers a sense of hope in the face of anti-worker actions like the Janus v. AFSCME decision and tax-cuts for corporations and wealthy. The mayor noted that these anti-worker decisions are creating a response that he finds optimistic: women's marches, the activism of the Parkland, Florida Students, the teacher strikes in places like West Virginia and Wisconsin. He observed that this is a moment to seize upon not recoil from.

Mayor de Blasio concluded by stating that big changes can happen. He encouraged the Board and Locals to build this movement across the Country, observing that “fairness for working people is good for everyone.”

**APPEARANCE:
LOCAL NO. 798, NEW YORK, NY AND LOCAL**

NO. 772, WASHINGTON, DC.

Re: Ford's Theatre

Daniel D. Dashman, Local 798 Live Theatrical and Commercials Business Representative and Martha Timlin Business Agent of Theatrical Wardrobe Local 772 reported on recent, successful negotiations with the Ford's Theatre in Washington, DC.

Sister Timlin reported that Ford's operated in her Local's area as a nonunion venue until 2008 when, with the assistance of the International, the Local obtained its first contract. Historically, Ford's still offered the lowest rates of pay in Local 772's jurisdiction. For this renewal agreement, Local 772's main priority was raising hourly wages to competitive area rates. Sister Timlin invited Local 798 to coordinate its bargaining for this renewal agreement because Local 798 had covered work at the Ford's since October 2017 when a letter of adherence brought the last of the Ford's backstage personnel under a union contract.

Management wished to begin negotiations far in advance of the August 31, 2018 contract expiration of the collective bargaining agreement. In early May 2018, Brother Dashman and Sister Timlin together met with the negotiating committee to focus on their proprieties and discuss tactics. Before the parties first meeting, Ford's management had asked for Local 772's rates at the Kennedy Center for the Performing Arts. The committee was optimistic that the Ford's would be willing to raise hourly wages to a level comparable to the Kennedy Center.

When negotiations began, Ford's Theatre's management representative announced to the committee that Theatre management had looked at gender pay disparity among the Theatre's personnel and wanted to reduce it. To accomplish this, the Theatre proposed significant wage increases for Local 772's and Local 798's members. Over a four-year term, per the Theatre's proposal, covered employees would receive significant compounded increases in each of the years. Finally, on the last day of the four-year contract hourly wages for all covered personnel would increase by \$2.00 per hour. The committee agreed to these changes. The new contract will also give employees an opportunity to increase their annuity contributions and the Ford's Theatre will begin contributing to the IATSE Training Trust Fund on behalf of covered workers. At the end of the contract's four-year term wardrobe, hair and makeup workers will be earning wages on the same level as the other backstage personnel at the Ford's. Consequently, huge strides toward gender pay equity were made. Brother Dashman specially acknowledged Local 772 wardrobe head Susan Frye for

continually advocating for gender pay equity for over nine years.

President Loeb commended The Ford's Theatre for addressing in a significant way gender pay equity and his wish that other employers will follow suit. He noted that these changes are appropriate, and wardrobe, hair and makeup staff working at the Ford's Theatre will be getting the treatment they deserve under this new contract. He thanked Brother Dashman and Sister Timlin and congratulated them for their work.

APPEARANCE: LOCAL NO. 798, STATES OF ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, AND THE CITIES OF MINNEAPOLIS AND LOUISVILLE

RE: The Broadway League and Disney Theatrical Productions

Daniel D. Dashman, Local 798 Business Representative for Live Theatrical and Commercials, Angela Johnson, Local 798 Vice President, Jennifer Bullock, Local 798 Live Theatrical Trustee, Local 798 District 10 Live Theatrical Steward Chad Harlow, and Local 798 members Michael Clifton, Michael Ferguson, Monica Costea, and Elizabeth Cohen reported on recent coordinated collective bargaining involving the Broadway League and Disney Theatrical Productions.

Brother Dashman began by noting the historical circumstances surrounding recognition of Local 798 as the bargaining agent for makeup artists and hair stylists on Broadway. Historical stereotypes have worked to constrain the Local's members and accordingly, they have not always received the same level of pay and benefits as backstage personnel in other crafts.

Despite their advanced degrees and cosmetology or esthetician's licenses (often from more than one licensing authority), Broadway wages for Local 798's workers have lagged. Heads of department working full-time schedules often made less on a weekly basis than the lowest paid workers of other crafts working less than full-time. Health care presented an additional challenge. Local 798's workers frequently pay out-of-pocket to cover families and dependents.

Local 798 began planning for Broadway renewal negotiations in January 2017 but did not first meet with the employers until December 2017. The Committee insisted that major wage increases were needed to bring the Local's members in line with other backstage personnel.

President Loeb and IA International Vice President James J. Claffey, Jr. remained supportive throughout Local 798's several bargaining meetings between January and April. President Loeb then attended the parties' May 1, 2018 meeting. He informed the League that the historic wage and benefit disparities for Local 798's workforce needed to be corrected. President Loeb explained the Local's valid concern that its members were subjected to gender-based wage discrepancies and the League needed to correct it. After a contentious exchange between the parties, the bargaining committee established its bottom line. During the following weeks, Broadway's other IA Locals expressed their overwhelming support for Local 798 in its efforts to achieve gender pay equity.

At the parties' last bargaining session, following persuasive remarks by the committee and President Loeb, the League and Local 798 reached an acceptable deal including significant annual raises and increases in welfare benefit contributions. With the assistance of President Loeb and the other Broadway Locals, Local 798 achieved noteworthy wage increases in every year of the contract, which will help stem gender pay inequity. Brother Dashman reported that the proposed contract was ratified on June 24th, 2018. Local 798 expressed its sincere and grateful thanks to President Loeb for his actions during these negotiations and unwavering support.

President Loeb remarked that this is a good contract for Local 798's members and will be a step in the right direction toward correcting the historically lower wages in certain crafts. He acknowledged the commitment and resolve of Local 798's members and leaders as they continue to confront these issues.

**APPEARANCE:
LOCAL NO. 891, BRITISH COLUMBIA –
YUKON TERRITORY; IATSE LOCAL NO. 669,
WESTERN CANADA;**

**Re: British Columbia Council of Film Unions
Master Term Agreement**

International Vice President and Director of Canadian Affairs John Lewis, International Representative Julia Neville, IATSE Local 891 bargaining committee members Amanda Bronsweyk, Michael Billings, Dana Gaudet and Phil Klapwyk and IATSE Local 669 bargaining committee members Brian Whittred, Kristina Kasperczyk, Peter Hayman, Crystal Braunwirth and Terry McEwen appeared before the General Executive Board to report on the negotiation of the British Columbia Council of Film Unions (BC Council) Master Agreement.

The BC Council is comprised of IATSE Locals 891 and 669 along with Teamsters Local 155. After three weeks of bargaining, the BC Council was able to reach a renewal of the BC Master Agreement with the constituent members of the Alliance of Motion Picture and Television Producers (AMPTP) that expired on March 31, 2018. In anticipation of this cycle of bargaining, the BC Council initiated proceedings in November 2017 before the British Columbia Labour Relations Board (BCLRB) seeking to challenge the 2009 Safe Harbour Agreement orders previously issued by the BCLRB which limited the BC Council's ability to engage in strike action against certain productions thus precluding the BC Council's ability to engage in a strike in the event a deal could not be reached. The BC Council was seeking a slightly amended Safe Harbour Agreement that balanced the terms and conditions more equitably. The BCLRB issued a decision immediately prior to the commencement of negotiations in favour of the BC Council's requests.

After several weeks of negotiations, a deal between the BC Council and the AMPTP was reached. Highlights of the renewal agreement include annual wage increases, improving the minimum wage rate for crafts that are subject to negotiation: an increase in contributions to the BC Motion Picture Training Society, the adoption of a bulletin promoting physically and psychologically healthy and safe workplaces, the addition of the Canadian Media Producers Association to the maintenance of the Industry Termination list, the issuance of a bulletin recommending the identification of the Joint Health and Safety Committee members on the callsheet, new language concerning Proof of Residency requirements as well as a timeline to enforce compliance, clarification of the language concerning work week shifts, clarification in the language regarding the Canadian Media Producers Association administration fee, and a new rate schedule for High Budget Episodic over \$4.9 million Canadian per episode intended for a Subscription Video on Demand (SVOD) platform with over twenty million subscribers. In addition, the BC Council constituent unions negotiated terms and conditions unique to each of their Locals.

IATSE Local 891 achieved improvements in turnaround provisions for video and special effects (VFX) employees covered under the agreement as well as harmonizing VFX Proof of Residency Documentation requirements with the rest of the bargaining unit; annual increases for the Generator Operator Buyout of turnaround premiums, in the hope that the increased cost would deter employers from encroaching on rest periods; and a weekly "New Hire" list which will allow for more accurate enforcement of hiring and layoff procedures.

IATSE Local 669 maintained minimum crew language on 2nd units with principal cast members, increases in trainee hourly wage rates, and recognition of Aerial Drone Camera positions in the agreement.

The renewal agreement was overwhelmingly ratified in April 2018 by over 93% of the members of all three BC Council constituent unions.

President Loeb congratulated Locals 891 and 669 on securing a strong renewal agreement for their respective members.

**APPEARANCE:
LOCAL NO. 891, BRITISH
COLUMBIA – YUKON
TERRITORY; LOCAL NO. 669,
WESTERN CANADA;**

**Re: British Columbia Calltime
Mental Health Initiative**

International Representative Julia Neville, IATSE Local 891 member Phil Klapwyk and IATSE Local 669 members Brian Whittred, Kristina Kasperczyk, Peter Hayman, Crystal Braunwirth and Terry McEwen appeared before the General Executive Board to report on a BC motion picture community initiative aimed at raising awareness of mental health issues and removing the stigma those in need of assistance face.

It was explained that the BC motion picture community has experienced a recent spike in member deaths due to overdose and suicide, and an increase in interventions for members in crisis. In response, representatives from five BC motion picture unions began meeting in March of 2017 to discuss how to collectively provide resources to members. Since then, a campaign has been developed to address addiction and mental health issues in the BC motion picture sector; developed by members, for members. The campaign is Calltime Mental Health, with the tag line "no calltime has ever been more important." The goal is to reduce suicide, deaths and injury of BC motion picture workers via:

- reducing the stigma associated with mental health challenges, illness and substance abuse;
- increasing member self-awareness and education;
- directing members, their families and coworkers to available resources and health benefits;
- creating a culture where members feel safe at work and empowered to ask for and offer help;

- providing union staff, heads of department and supervisors access to training and resources to address issues as they arise; and

- communicating that impairment at work is an occupational health and safety issue, neither accepted nor condoned.

With funding and in-house support from the unions, a website was launched in April 2018 (calltimehealth.com) with links to health benefits and programs available to each union's members. In its first month, the website had 4,663 unique views, and 4,992 page hits, with 2/3's of the hits coming from mobile devices – indicating a large percentage of our members on set accessing the site.

The BC film unions also combined forces to make a public service announcement (PSA) for distribution via social media that explains the Calltime Mental Health initiative. These PSA's were shot by a volunteer crew over a weekend, featuring members sharing their personal stories and encouraging others to seek help and to visit the campaign website.

Future plans for the Calltime Mental Health initiative include:

- Holding an industry-wide townhall in early 2019 to raise awareness of the issue;
- Expanding the information, resources and topics included on the website;
- Making and distributing promotional items to get the word out; posters, business cards;
- Increasing outreach activities with employers;
- Seeking feedback and developing themes for the ongoing campaign;
- Developing a network of supervisors, stewards and peers trained in Mental Health First Aid, with custom training for our members; and
- Compiling a toolkit of best practice resources for employers, supervisors and workers including tip sheets and blog posts.

President Loeb applauded the efforts of Locals 891 and 669 in taking tangible steps to raise awareness of mental health issues affecting IATSE members and the film community generally. President Loeb encourage all affiliated Locals to contact Locals 891 and 669 to take steps to expand this initiative and make it available to all members of the Alliance in both countries.

APPEARANCE: IATSE TRAINING TRUST FUND

IATSE Training Trust Fund Executive Director Liz Campos, International Trustee Patricia A. White, Training Trust Fund Trustees Kevin Amick (Local 479) and Beverly Miller (Local USA 829), Training Trust Specialist Bill McCord and Training Trust Fund Staff Colleen Lorick appeared before the General Executive Board to report on the Trust's new programs.

Director Campos began her report with a video created to help Locals navigate the Course Reimbursement program. The Course Reimbursement program is a notable example of how the Trust can support the craft skills and safety training needs of Locals. The Trust has a new system for processing course reimbursements which includes quarterly application deadlines. Campos reported that the application deadline for fall classes had just passed on August 6th. At the time of her report, over one hundred applications had been received for the most recent application period covering courses held between October and December of 2018. Quarterly course reimbursement application deadlines for 2019 are posted on the TTF's website. Locals that have applied for course reimbursement funds in the past are being added to the Trust newsletter mailing list so they receive notifications and information about upcoming deadlines and other program offerings.

Director Campos reported on the sixteen "Safety First!" courses at the Mid-Winter General Executive Board Meeting. The Trust is converting the courses from book form into individual online courses with narrated instructor-led group courses for Locals to offer. The online courses are now live. Individuals can apply for the courses by filling out applications on the TTF website and Locals can apply for the curriculum for group-led courses as well. There are currently six courses available: Basic Safety, Biological Hazards, Hazard Communication, Ergonomics, Electrical Safety and Rigging Safety. More courses are being added all the time.

Once a person has opened an account they will have free access to all sixteen courses as they are made available. As a result of this project, more IATSE craftspeople will have access to a wide-range of entertainment industry specific safety awareness courses. The courses are very easy to sign up for and easy to use. After submitting a completed application to the TTF, individuals receive an email from the Trust with log-in information and can immediately begin taking courses. For group led narrated courses, Locals just need to apply for an account and have their instructors lead the courses.

The online courses launched on June 18. There were

fifty-seven course completions in the first three days, with many taking all three courses made available that week. Only one person called to report having difficulty accessing the courses. Other phone calls were from people asking when more classes would be added. By all accounts it was an extremely successful program launch. As of July 31st, 276 "Safety First!" accounts have been created with 281 course completions. Some Locals have reported that they will be setting up drop-in access at the union for people to come in and take the courses on one of the computers set up at the Local. This will ensure that individuals that do not have reliable internet access will still be able to take the courses. Director Campos applauded the Locals for supporting the training of their members.

In addition to the above-mentioned courses, the Trust is working with the UCLA Labor Occupational Safety & Health Program (LOSH) to develop a new course that covers Hazard Identification in the Work Environment. This course should be completed by the end of 2018.

The TTF is now managing the Lynda.com program. It is now free, available to IATSE members and other people working under IATSE agreements, and the application process is simple. New applicants can find information on the TTF website at <https://www.iatsetrainingtrust.org/lynda/>.

In last year's Convention survey, people mentioned that they wanted more online courses and both of the programs mentioned above are available online. For this reason, the Trust is confident these new programs will broaden its reach.

The Trust continues to grow and for the Trust, just like the union, Growth=Strength. In the first half of 2018, 7,299 IATSE workers were reached with 1,489 courses (and almost 53,440 hours of training). Since the Trust was started, over 33,481 IATSE workers have been reached with over 4,200 courses and more than 292,558 cumulative hours of training.

Director Campos thanked President Loeb, General Secretary-Treasurer Wood, the General Executive Board, International Representatives, and the Communications Department, for their continued support of the TTF. Director Campos specifically thanked President Loeb for making continuous education an IATSE priority which has helped the TTF thrive. Special thanks were given to Vice President Miller for his ongoing work in furtherance of the TTF. Director Campos also thanked the Locals who participate in, host, and promote the TTF programs. Finally, Director Campos thanked the dedicated staff of the Training Trust Fund for their outstanding work.

President Loeb thanked Director Campos for her report, noting that the TTF has grown remarkably since its founding. The TTF is a great success story and it has an exciting future. President Loeb thanked the local unions and members who have bought full-bore into the training culture, and he expressed his appreciation to Director Campos and the staff of the TTF for their hard work.

**APPEARANCE:
LOCAL NO. 471, OTTAWA, ON
Re: City of Ottawa**

International Vice President and Director of Canadian Affairs John Lewis and IATSE Local 471 Secretary-Treasurer Jim Reynolds and Local 471-member Jonquil Garrick-Reynolds reported to the General Executive Board on the Local's litigation with the City of Ottawa relating to the Shenkman Arts Centre located in Orleans, Ontario.

Reynolds explained that IATSE Local 471 had historically held bargaining rights with the City of Ottawa for stage work performed at all City of Ottawa venues, including the Lansdowne Park/Civic Centre Complex. When ownership over this venue was transferred to the Ottawa Sports and Entertainment Group (OSEG) in 2014 and renamed the TD Place, Local 471 maintained its bargaining rights and collectively bargained a first agreement with OSEG. However, there was still a portion of Lansdowne Park, the Aberdeen Pavillion, which remained under the ownership and operation of City of Ottawa. As part of the City's redevelopment of Lansdowne Park, a new outdoor amphitheater owned and operated by the City, the Great Lawn, was also built. A jurisdictional dispute ensued. Arbitration before Arbitrator Kevin Burkett was held. Given the significance in terms of scope, complexity and legal fees, Local 471 applied for and was granted International Defense Fund assistance.

Reynolds explained that prior to the commencement of the arbitration hearing in April 2018, Local 471 Business Agent Mark Hollingworth and Vice President Lewis met with representatives of the City with a view to reaching a settlement. With the assistance of Arbitrator Burkett, a consent order was ultimately issued confirming Local 471's jurisdiction at the Pavilion and Great Lawn. The Local also secured damages that were donated by the Local to the Humboldt Broncos Trust fund.

Reynolds recognized the efforts of Business Agent Hollingworth in securing this settlement. Reynolds also thanked Vice President Lewis for his assistance in reaching this resolution and President Loeb for providing Defense Fund assistance.

President Loeb congratulated Local 471 on its success in securing a settlement that protected the Local's longstanding jurisdiction over City-run venues. In doing so, President Loeb emphasized the importance of being vigilant in protecting work jurisdiction and encouraged all Locals to do so in their respective territorial jurisdictions.

APPEARANCE:

LOCAL 751, NEW YORK, NY AND LOCAL 868, WASHINGTON, DC

Re: INTIX 2018

International Trustee Patricia White, Local 751 President Lawrence Paone and Local 868 Corresponding Secretary Anne Vantine reported upon the IATSE's renewed participation in the International Ticketing Association's annual conference.

The International Ticketing Association (INTIX) is a leading non-profit organization for ticketing industry professionals. Its annual conference is an important event for ticketing professionals and it offers a comprehensive view of the current ticketing industry practices, products, and services.

In past years, the IATSE routinely participated in INTIX programs including its annual conference. By 2009, however, the IA had become increasingly less involved in the exhibition and risked losing prominence within the ticket selling field. Consequently, President Loeb assigned Brother Paone and Sister Vantine to the 39th Annual INTIX Conference & Exhibition from January 23-25, 2018 in Baltimore, Maryland.

The IA's return to the 2018 conference was a success. The president and CEO of INTIX welcomed the IA back as an exhibitor and many leading ticketing professionals visited the IA's exhibition booth. The IA's presence revitalized and effectively highlighted the Union's profile for industry experts and box office professionals. The attendees also had access to educational workshops and sessions focusing on next-generation box office trends.

Brother Paone separately reported upon the current state and future vision of the IATSE's ticket selling members. He reported that members from several Locals had convened during the week of the Board's meeting to identify the challenges faced in this segment of the entertainment industry. Those challenges include a lack of communication among treasurer and ticket seller Locals and insufficient training in information technology. Too many Locals are not involved in new organizing and some struggle to find new energy. The report described steps that would revitalize and energize the IATSE's box office and ticket selling crafts. To lay the

groundwork for a better future, the working group will instill pride in members and establish good training programs. Better means of communication will be established among the eleven Treasurer and Ticket Seller Locals and the IA will continue to attend industry events like INTIX. With its industry participation, the IA will have access to the INTIX member institutions and industry management representatives. Brother Paone and Sister Vantine thanked President Loeb for supporting and encouraging them as they continue to work toward revitalization and modernization of their craft.

President Loeb remarked that Brother Paone and Sister Vantine recognized the importance of the IA's visibility at INTIX. Familiarity with leading technology is a challenge but becoming engaged in technology is essential for the future of our ticket-selling craft. He commended the positive vision of those reporting.

AFI AGREEMENTS

Vice President Craig Carlson reported to the Board regarding the renewal of the agreement with American Film Institute (AFI) covering projectionists. AFI projection work has become unique because they occasionally use film rather than the more common digital format to project feature movies in their theatre.

Vice Presidents Carlson and Cahill met with AFI Director Ray Berry, his assistant Rebecca Lentz-Fernandes and their attorney, Joe Turzi on March 23, 2018 at the Silver Theatre and Cultural Center located in Silver Springs, Maryland.

The Theatre, when projecting film, is run 100% by IA members. The ticket windows, concession stands and projection booth are all covered with either the IA's "Front of House" or "Projectionist" Agreement.

On May 4, 2018, parties reached agreement on a three-year term with compounded wage increases. Significantly, premium pay will be paid to employees with a minimum of five years projection experience.

The new agreement provides for minimum wage rates only and no employee is precluded from obtaining better conditions than those included in our agreement.

Vice President Carlson thanked retired Vice President Cahill for providing background to this relationship and introducing him to AFI management noting that it was obvious that Vice President Cahill took time in developing a good relationship with both AFI management and the bargaining unit. Vice President Carlson thanked Vice President Daniel Di Tolla and General Counsel Samantha Dulaney for providing additional history and guidance

throughout the process. Lastly, he thanked President Loeb for pointing out the leverage with AFI and his willingness to use it to ensure the International got a fair agreement.

President Loeb observed that the skilled work of projectionists is secured by this agreement. He commended Vice President Carlson for preserving and building upon the collective bargaining agreement with AFI.

AFL-CIO SOUTHERN DISTRICT REGIONAL CONFERENCE

International Trustee Andrew C. Oyaas reported on his assignment to attend the AFL-CIO's Southern Region Conference held April 9-10, 2018 in New Orleans, Louisiana.

The conference opened on Monday afternoon with a panel discussion titled "Union Members in Mobilization". The panel participants were the state federation Presidents from West Virginia, Kentucky, Oklahoma and Arizona, all states where teachers were mobilizing around pay and education issues. In West Virginia, there was more support from the public than predicted. The key was listening to the members, not just the ones that come to meetings, about their issues and then framing them as being about justice. In Kentucky, their movement was a "grass roots" effort and the need to talk to legislators one-on-one at all levels of government.

Trustee Oyaas reported that during the Q&A after remarks, there was a discussion about "what is my membership" and "how do I derive my power". It was suggested that unions map their membership so they know what way their membership votes and can target specific sectors with an appropriate message. IATSE's Political Department can assist Locals with this thru the AFL-CIO's Labor Action Network (LAN) database, as well as other resources. The conclusion of the panel was that unions are "trying to make it better for everybody."

Tuesday's session began with a review of the AFL-CIO's Code of Conduct and an address by AFL-CIO Secretary-Treasurer Liz Shuler. She spoke about: embracing the labor movement and not shying away from it; the shape of work in the future and the technology "creep" that is replacing workers; the need for diversity in our movement; and the importance of making the labor movement relevant in all worker's daily lives.

The Director of Mobilization Julie Green followed Secretary Shuler's address and outlined the AFL-CIO's new national and regional structure. She also introduced the Southern Region leaders to the body.

The section on "Engaging Workers for Strength" was about building the movement for the long-haul. Studies have shown that one-to-one communication produces the best results in whatever it is you are communicating about. The union should be the "trusted source" for communications to members on issues impacting labor. This can only happen if unions are continuously organizing internally by making a plan; identifying and training advocates of the plan; mapping the workplaces; having the one-to-one conversations; and, assessing and adjusting continuously.

AFL-CIO Executive Vice President Tefere Gebre introduced the "Workers Bill of Rights" to the attendees. It reads "All working people have the right to: a good job with fair wages; quality healthcare; a safe job; paid time off and flexible, predictable scheduling; freedom from discrimination; retire with dignity; education; freedom to join together; and a voice in democracy."

The next section was on the impact unions members can have as there are some 500,000 elected offices in the US and labor should be able to get union members elected to many of them.

Another session was on "The Law of Member Engagement." Its focus was mainly on what communications can a union have with candidates, how PAC can be a part of that communication strategy and the rules that apply.

Participants were introduced to the Labor 18 campaign and were shown the list of tiered states, the timeline for the campaign and the goals of: increasing voter registration; increasing voter turnout; and increasing performance for endorsed candidates.

Trustee Oyaas thanked President Loeb for the assignment to represent the International at this working conference. President Loeb remarked that the International represents thousands of workers in the South and the Alliance's attendance at conferences such as this is important to issues affecting the membership.

BASIC AGREEMENT

International Vice President and Motion Picture & Television Production Department Director Michael F. Miller, Jr., with International Vice President and Local 80 Business Agent Thom Davis, Local 695 Business Agent Scott Bernard, Local 44 Business Agent Ed Brown, Local 800 Business Agent Chuck Parker, Local 706 Business Agent Tommy Cole, Local 728 Business Agent Patric Abaravich, Local 884 Business Agent Doug Boney, Local 600 National Executive Director Rebecca Rhine, Local 729 Business Agent Bob Denne, Local 871 Business

Representative Leslie Simon, Local 705 Business Agent David Swope, Local 700 National Executive Director Cathy Repola, Local 892 Executive Director Rachael Stanley, Motion Picture & Television Production Department Assistant Directors Dan Mahoney and Vanessa Holtgrewe, IATSE General Counsel Samantha Dulaney, and IATSE Associate West Coast Counsel Jacob J. White reported to the General Executive Board on the recently concluded negotiations for the 2018 Basic Agreement.

To provide context, Vice President Miller described the many months of meetings, beginning in May of 2017, between the International and the heads of the West Coast Studio Locals to establish priorities and develop a comprehensive package of proposals. Negotiations began in March with two weeks allotted for the Local, craft-specific, negotiations. Each of the thirteen local union negotiations concluded over those two weeks and neither the local unions nor the Producers brought any Local or craft-specific proposals to the General Basic Agreement bargaining table.

General Basic Agreement negotiations began in the first week of April. The Union's core issues were: adequately funding the health and pension plans, quality of life, and safety. One week was scheduled, but by day four the employers had not addressed the Union's core issues in a serious way. Negotiations broke off for the first time.

Three more days were scheduled for the end of June. When the parties reconvened, the Union continued to make headway, but again the parties were unable to come to consensus on the Union's core issues. It became apparent that the negotiations would bump up against the July 31st expiration date.

In the early morning hours on July 26th, after a 20-hour marathon negotiating session, the employers made significant movement towards the Union's proposals, and the parties reached a tentative agreement.

The Union achieved each of its stated priorities. It secured additional hourly contributions to the benefit plans from the employers, ensuring the future strength of the plans. Some companies, including those independents that produce content for streaming services, will contribute an additional \$0.75 per hour in each year of the Agreement, while those companies that have paid residuals in excess of \$15 million dollars will contribute an additional \$0.40 per hour over the term of the Agreement. The higher independent contribution amount helps to off-set the fact that those employers who pay more than \$15 million dollars in residuals subsidize those who do not.

Vice President Miller then described the importance of understanding how the funding of the Pension and Health plan are related. In simplest terms, the hourly contributions are dedicated to Active Health, Retiree Health, and Pension, respectively. Residuals will then fund the Pension Plan to reach the minimum funding requirement and the remaining will flow into the Health Plans and manifest as health plan reserves. Reserves of 8 months in the Active and Retiree Health Plans are necessary to provide additional pension checks to pre-2009 retirees, and to trigger the contingent 10% retroactive pension increase which was negotiated in 2015. It is anticipated that the plans will receive \$430 million in residuals in each year. The actuaries are projecting that the Pension will require \$210 million in 2018, \$225 million in 2019, and \$236 million in 2020.

The parties are now using a 92.5 million hours of work assumption. In 2017, there were 97 million hours contributed to the Plans and so far in 2018, hours are 3% above last year for the first 6 months of the year. It is very likely that the hours' projection, like the other projections, are conservative.

Vice President Miller explained that the plan directors and the actuaries use conservative estimates in order to build in more protection against downturns, lower work hours, and lower residuals.

As part of the tentative agreement, the parties agreed to a new funding mechanism for theatrical-length streaming content that would not otherwise generate a residual or supplemental market payment. As a result, additional monies will be contributed to Pension Plan. The producers agreed to a lump-sum payment for live-action streaming features budgeted at \$30 million dollars or more, and animated streaming features budgeted at \$45 million dollars or more, when released theatrically at any time for any length of time. This is in addition to an existing residual that is triggered when traditional content moves to online platforms. This latter residual generated over \$90 million dollars in funding for the Pension Plan in 2017. It appears that streaming features will be a major revenue source for platforms such as Netflix and Hulu, and the Union will be monitoring closely such acquisitions as Mowgli, Animal Farm and the follow up to Bright. Because it is difficult to project the value of this additional funding stream, this additional money was not considered in the funding projections or in the calculation of Pension Plan income, which is consistent with being conservative in projections.

Just as important as the Pension funding is the fact that there will be no increased participant costs, premiums, deductibles or eligibility requirements in the Health Plan. And, under the terms of the tentative agreement, there will be no reduction in benefits.

Quality of life was another of the International's stated priorities. Important improvements in rest period were achieved for the first time in many contract cycles. This was the last issue on the table in the 2015 negotiations, and ultimately the employers refused to improve the current rest periods for all the Locals. This time around, the Union was able to achieve improvements for all hourly and weekly employees across the bargaining unit.

For those on-production and off-production employees on one-hour dramatic and half-hour single-camera series beyond season one and mini-series, a minimum daily ten-hour turnaround will become the new standard for local and nearby hires. Crew members with less than a ten-hour turnaround will receive a ten-hour rest period on feature and long-form productions after the second consecutive 14-hour day.

Hourly and weekly post-production employees will also gain an additional hour of turnaround across-the-board for similar series and content, and two 14-hour consecutive days will trigger a nine-hour turnaround on features and long-form productions.

In addition, the producers will provide roundtrip transportation or courtesy housing for all bargaining unit members who work more than 14 hours in the studio zone or in the Production Centers identified in the Area Standards Agreement. Courtesy transportation will be provided after 12 hours worked in the secondary zone (courtesy housing is already required by the contract).

On-call employees will receive an increase to twelve hours of health and pension benefit contributions for each sixth or seventh days worked. Not only does this more closely reflect the amount of work performed by these members but it will result in additional qualifying hours and pension benefits.

Multiple improvements were negotiated for terms and conditions covering a wide range of budget thresholds for streaming content. New media features over \$30 million will be produced under the full Basic Agreement, instead of the long-form sideletter; and a new mid-range new media budget tier has been added, capturing wages, and terms and conditions for work that was previously fully negotiable. Several other changes to the agreement addressed issues related to education and roster placement. The stipend for CSATF training classes will be increased by \$5 per hour effective August 1, 2019, and the confusing and limiting "new media roster" will be absorbed by the Industry Experience Roster, providing more flexibility for members working throughout the industry.

The parties demonstrated their commitment to workforces that are reflective of the demographics of their communities by agreeing to the creation of a diversity and inclusion task force. Also, a 401K committee will be convened to discuss the possibility of this tax deferred retirement account as an option for workers who want to supplement their retirement income.

In addition to all of the above, annual wages increases are also part of the deal.

The Union fought against onerous proposals that would have altered the work day without input from workers. As had been agreed to by the guilds and unions that negotiated before the International, the high budget subscription video on demand subscriber number was increased by \$5 million, in line with the other Guilds' agreements. The employers, with adequate notice, will now have the ability to switch two specific American holidays for similar Canadian holidays on productions in Canada. The small sliver of Huntington Beach that was outside the secondary zone will now be included in that zone, and employees working on O-1 and O-2 Visa will be eligible for roster placement sooner.

This is a comprehensive but not exhaustive review of the final agreement. A complete Memorandum of Agreement, along with a summary, will be provided to each member as part of the ratification process. The ratification vote will be by mail ballot, with each Local responsible for its election.

The agreement has the overwhelming support of the Bargaining Committee and is being recommended to the membership by twelve West Coast Studio Locals.

Vice President Miller concluded his portion of the report by thanking the West Coast Office staff for their dedicated and committed work during bargaining. He specifically recognized the significant contributions made by Assistant Director Holtgrewe.

The members of the IA Bargaining Committee then addressed the Board with comments about the negotiation and the tentative agreement. Ed Brown from Local 44 noted that the tentative agreement will stabilize the pension and health plans, obtain more money for the plans from streaming content, and result in absolutely no changes to health benefits. He is encouraging Local 44's members to ratify the contract, and thanked President Loeb for repeatedly fighting off the employers' attempts for take backs.

Scott Bernard from Local 695 said that this is his fifth decade in the business and he has never seen a more inclusive bargaining process. He expressed his wish

that more members could have been in the bargaining room and thanked President Loeb for his work. He is requesting Local 695's members ratify the contract.

Leslie Simon from Local 871 stated that the tentative agreement is a positive outcome for the vast majority of the Union's members. Because of that, Local 871 is strongly recommending ratification of the tentative agreement. Finally, she stated that gender equity is still an issue for the Local and that the employers refused to address the issue during negotiations. President Loeb indicated that the Local will continue to have the support of the International on that issue.

Rachael Stanley from Local 892 expressed her thanks, on behalf of all the Locals with on-call workers, for the increase in pension and health hours for those workers, noting that this is a "huge accomplishment."

Doug Boney from Local 884 stated that the Local is recommending ratification of the tentative agreement. The elimination of the new media roster will be a huge improvement for Local 884's members. Finally, he thanked President Loeb and Vice President Miller for their work.

Cathy Repola from Local 700 acknowledged the improvements obtained in the tentative agreement but stated that the increase in health plan contributions for non-residual paying companies will be a hardship for companies owned by the Local 700's members. She also did not believe the agreement went far enough on the turnaround issue.

Tommy Cole from Local 706 noted that he has been a member of the IATSE for fifty years, and this is one of the finest contracts he has ever seen, observing that President Loeb and Vice President Miller clearly had the members' backs and Local 706 will be fully on-board in supporting the tentative agreement.

Patric Abaravich from Local 728 remarked that retirees are the Union's most vulnerable members. Thus, it was important to secure the continuation of the 13th and 14th checks and the 10% pension increase, and this tentative agreement does both. He noted that there are "zero changes to the health plans" and that obtaining terms and conditions on mid-budget SVOD programs, which are becoming the "bread & butter" for the membership, was a huge victory. Finally, he thanked the Local's members for their support throughout bargaining.

Chuck Parker from Local 800 stated that this was his first Basic Agreement negotiation, and he thanked the International for all the preparation work that was done prior to bargaining.

Thom Davis from Local 80 expressed his amazement at the solidarity shown by the Locals throughout the bargaining process. The lack of terms and conditions on mid-level SVOD projects was the number one complaint he heard from the Local's members, and the tentative agreement addresses that issue. He further noted that the tentative agreement will also insure that the pension is fully funded. This is his seventh Basic Agreement cycle and, without question, this is the best agreement he has seen. Finally, he thanked President Loeb, Vice President Miller, and the staff of the West Coast Office for their work.

Rebecca Rhine from Local 600 said that this was her first time in Basic Agreement negotiations. She expressed her deep gratitude for the seriousness with which the International and the other Locals took the unsafe hours issue despite deep resistance from the Producers.

President Loeb thanked Vice President Miller for the report and the Local leaders for their remarks. He remarked that the Union and every Local "fought like hell to the bitter end" on this contract. He told those in attendance that this is his fourth time negotiating the Basic Agreement and this is the best deal he has seen; emphasizing that no Local gave up anything and every single Local obtained improvements. The Agreement will shore up the Pension Plan and retain current health benefits with no increased costs to the members at a time when health insurance costs are increasing nationwide. He reminded everyone that while there may be arguments about employer contribution levels, the employers—not workers—are paying the cost of the benefits. President Loeb thanked the Legal Department, the West Coast Office staff, Assistant Director Holtgrewe, and Vice President Miller for their hard work during the negotiations. He also thanked the Locals and their negotiation committees for their active participation and involvement throughout the protracted negotiation process. President Loeb remarked that this was the most transparent, open process of any negotiation that he has been a part of with the IATSE. In conclusion, he stated the International and the Locals had the best interest of the members in mind in negotiating the deal, adding that "no one should tolerate misinformation. This is a contract the IATSE and each of the West Coast Studio local unions can be proud of."

BIG TEN NETWORK STUDIO

Broadcast Department Director Sandra England, and International Representative Fran O'Hern reported on a recent successful organizing campaign involving employees at the Big Ten Network's studio facilities in Chicago. Traditionally, remote sports broadcasts have

been transmitted by a mobile broadcast unit, loaded with telecasting and transmission equipment at the site of an event. In recent years, sports telecasters have increasingly experimented with alternatives to this method. In lieu of a mobile production unit, cameras can be transmitted by fiber optic cable to a central studio hub. Work that otherwise would have been traditionally completed in a mobile production truck would be done in a fixed studio facility. Nonunion technicians working at the central hub, unlike remote technicians on-site, are left without the union benefits or contract protections they deserve.

The Big Ten Network (BTN) used this method as early as 2009 and 2010 using so-called MICRs (Multi Insertion Camera Remotes) studio hubs. This method has grown and during this past season, BTN did over 400 MICR shows. BTN also started a program to train graduates from Big Ten participating universities to do this work.

In 2017, members of the MICR studio crews began talking with Local 762 in Chicago but organizing efforts were complicated by the cyclical college sports seasons. Upon returning to the studios last fall the MICR technicians showed renewed interest in organizing and the technicians started building a consensus among themselves. Leaders emerged and quickly advanced toward organizing the studio employees. Many in the MICR employee group had little idea of the true economic value of the work they did for BTN. They were also unaware of the market value of their work, which in some cases was four to five times more than they were being paid.

Representative O'Hern believed that a cohesive bargaining unit had taken shape and on May 3, 2018 filed a representation petition with the National Labor Relations Board Region 13 in Chicago. Big Ten Network agreed upon a stipulated election agreement, which allowed employees to vote by mail. During this time the organizing committee remained determined, despite some obvious unfair labor practices by the employer, which were quickly moderated. On June 15, 2018, the ballots were tallied at the NLRB offices in Chicago and a vast majority voted for IATSE representation. The election results were certified, and Local 762 is now at work setting priorities for the upcoming bargaining. The Local will now be strengthened by the addition of these technicians, who truly represent the future of this industry.

President Loeb thanked those reporting and remarked upon the solidarity of these employees, who deserve IA representation. He reiterated the Alliance's commitment to fair working conditions for all broadcast technicians.

BROADCAST SOLIDARITY MEETINGS (AFL-CIO DEPARTMENT FOR PROFESSIONAL EMPLOYEES)

Broadcast Department Director Sandra England and Motion Picture and Television Production Assistant Department Director Daniel M. Mahoney reported to the General Executive Board about an effort undertaken to confront changing circumstances in the U.S. broadcast market.

Department Director England noted that an IBEW official contacted her earlier this year about the troubles surrounding settling contracts in certain local broadcast markets. Breakdowns in contract negotiations for successor agreements between the AFL-CIO's broadcast unions and prominent media entities have become a troubling trend. The problems are owed, in part, to shifting ownership and corporate consolidation. Through their discussions, the AFL-CIO Department for Professional Employees (DPE) affiliates shared common views about proposed mergers and acquisitions involving various media businesses, which created significant concerns among members in multiple AFL-CIO unions representing broadcast personnel across the U.S. These problems were troubling enough that an agreement was reached to convene a meeting of DPE unions for the purpose of addressing common issues and trying to find a way to move forward together. In the spring of 2018, the DPE affiliates including Department Director England and Assistant Department Director Mahoney attended a meeting in New York for these purposes. The meeting opened an important dialogue and the AFL-CIO's DPE affiliates involved in the broadcast sector recognized a pressing need to come together to stem undesirable mergers and consolidations (like Sinclair Broadcast Group's proposed \$3.9 billion acquisition of Tribune Media Co.) and otherwise formulate plans to resist these corporate alliances. Centrally controlled broadcast entities would have boundless power to adversely affect the lives of its workers. The DPE affiliates developed certain plans based on specific metrics including cities and station locations in order to evaluate the DPE's capacity to assist its affiliate unions in working through these challenges. The DPE meeting concluded with a shared vision among those who attended and Department Director England expects to continue the solidarity among the unions that have formed this united effort to confront the challenges AFL-CIO unions share in the broadcast sector.

President Loeb expressed confidence in this kind of discourse and noted the positive steps toward building stronger relations in this area. He thanked Department Director England for her work.

CALGARY STAMPEDE

International Vice President Damian Petti and IATSE Local 212 Business Agent Ian Wilson reported to the General Executive Board on the status of an ongoing dispute between IATSE Local 212 and the Calgary Stampede.

Vice President Petti explained that Local 212 has a long-standing relationship with the Calgary Stampede dating back to 1912. It is one of the largest employers of stagehands in Calgary throughout the year. In recent years, however, the relationship between the Local and the Stampede has become somewhat strained. In 2017, Local 212 filed grievances against the Stampede as well as a complaint at the Alberta Labour Relations Board to protect its jurisdiction. Local 212 and the Stampede entered into negotiations for a renewal collective agreement. While this process proved to be very contentious from the start, the Local was able to secure a three-year renewal agreement that preserved its jurisdiction and working conditions. In the process, the Local was also able to settle the outstanding grievances and labour board complaints.

President Loeb applauded the efforts of the Local in aggressively defending its longstanding work jurisdiction and for also securing a renewal agreement as well.

CANADIAN LABOUR CONGRESS SOLIDARITY AND PRIDE COMMITTEE

IATSE Canadian Office Operations Manager Nate Richmond and Canadian Labour Congress (CLC) Solidarity and Pride Working Group and Human Rights Advisory Committee Representative, Ontario Federation of Labour's (OFL) Vice President (Solidarity and Pride) and IATSE Local 411 Business Agent Chandra-Li Paul provided the General Executive Board with an update on IATSE Canada's various pride and diversity initiatives.

In early May 2018, Paul attended the CLC's Solidarity and Pride Working Group and Human Rights Advisory Committee meetings. The meetings focused on, among other things, mental health issues and challenges faced by members of the two spirit, lesbian, gay, bi-sexual, transgender, intersex, queer, questioning and asexual (2SLGBTQI+) community and the identification of resources available to assist community members. There was also discussion of the CLC's Pharmacare campaign and the need for accessible health insurance benefits for 2SLGBTQI+ community members.

Paul reported her role in assisting the OFL in developing a community pride event list that is

distributed to all OFL affiliates. Paul also reported that the OFL continues to encourage affiliates to participate in community events and also sponsored its second annual Pride Champion Award. Paul has walked in various pride marches throughout Ontario on behalf of the OFL and IATSE Local 411.

Richmond confirmed the IATSE Canadian Office's official participation in the Toronto Pride Parade for its fifth year in a row. Richmond explained that he designed an official IATSE Pride t-shirt and coordinated with the Toronto-area Locals to invite their members to march and show their support of the 2SLGBTQI+ community. Richmond also summarized his efforts to assist all Canadian Locals in securing IATSE Pride flags and t-shirts for their respective local Pride events. In addition, Richmond reported his attendance at a national 2SLGBTQI+ human rights conference on behalf of the IATSE in 2017 and his more recent attendance at the Identity Conference on behalf of the IATSE. Richmond explained that his attendance at these conferences has assisted him in identifying and proposing important amendments to the IATSE diversity statement to ensure the IATSE's diversity statement contains the most up-to-date inclusive language.

President Loeb thanked Paul and Richmond for their efforts. In doing so, President Loeb reiterated IATSE's commitment to diversity within the organization and its commitment to ensuring members of the 2SLGBTQI+ are properly represented in all workplaces where IATSE members work. President Loeb then accepted a motion from the International General Executive Board to amend the IATSE diversity statement to replace the phrase "gender (including transgender people) to "sex, gender identity and gender expression". The motion was unanimously passed by the International General Executive Board.

EVERY PLATE FULL CAMPAIGN

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon presented a power-point presentation to the General Executive Board on the 2018 Canadian National Food Drive and IATSE's successes in the Every Plate Full Challenge.

The initiative, in its fourth year, was an overwhelming success again in 2018. IATSE surpassed its initial goal of raising \$100,000. Twenty-four IATSE Locals, the Canadian Office and loyal IATSE friends and service providers combined to raise over \$100,638 in donations. The IATSE's success in 2018, and recognition as a major

national sponsor of the initiative, was attributable in large measure to IATSE's online campaign that included several short videos.

President Loeb congratulated the Canadian Office and all participating Canadian Locals on the tremendous success of the national food drive. In doing so, President Loeb reiterated the importance of community engagement and encouraged all Locals to both identify and participate in similar opportunities.

FAIRPLAY CANADA ANTI-PIRACY COALITION

International Vice President and Director of Canadian Affairs John Lewis and International Representative Krista Hurdon updated the General Executive Board on IATSE Canada's participation in the fight against piracy in the entertainment industry through its participation in the FairPlay Coalition.

The FairPlay Coalition consists of the IATSE and thirty other organizations, including unions, producers, broadcasters, and internet service providers (ISPs). In late January 2018, the FairPlay Coalition filed a proposal with the Canadian Radio-Television and Telecommunications Commission (CRTC) seeking to have the CRTC adopt a policy and procedure to block Canadian user access to known websites engaged in piracy, similar to policies adopted by over twenty countries including the UK, France, and Australia. The proposal contemplates the creation of an independent, not-for-profit organization called the Internet Piracy Review Agency (IPRA) made up of a broad range of stakeholders including consumer groups. The proposal further contemplates the IPRA having the ability to receive and consider applications identifying piracy sites through written and/or oral submissions and then the ability to issue recommendations to the CRTC as to whether Canadian user access to the piracy site should be blocked by ISPs. Various stakeholders have sought to intervene into the CRTC's consideration of the FairPlay Coalition's proposal. The FairPlay Coalition now awaits further direction from the CRTC as to the next steps associated with its processing and consideration of the proposal.

Following the filing of the FairPlay Coalition's proposal, the Canadian Federal Government's Standing Committee on Access to Information, Privacy and Ethics published a report entitled *The Protection of Net Neutrality in Canada*. The Standing Committee indirectly suggested that the CRTC should reject the concepts set out in the FairPlay Coalition's proposal in favour of "free internet" alternatives. In light of this report, the FairPlay Coalition has been reaching out

to key Standing Committee members to educate them on the policies and procedures set out in the FairPlay Coalition's proposal in an effort to ensure Standing Committee members understand that the FairPlay's proposal is not a threat to net neutrality.

In addition, Vice President Lewis appeared as a witness before the Federal Government's Standing Committee on Industry, Science and Technology as part of that Standing Committee's role in reviewing Canada's Copyright Act. Vice President Lewis' appearance served to clarify some misconceptions surrounding the FairPlay Coalition's proposal and was followed up with additional written submissions in early July 2018.

President Loeb confirmed that IATSE would continue to support the FairPlay Coalition's efforts to lobby the CRTC to adopt policies that limit Canadian user access to websites engaged in blatant piracy.

FIRST RESPONDERS/SEXUAL HARASSMENT TRAINING

IATSE General Counsel Samantha Dulaney, International Vice President Joanne M. Sanders, International Trustee and Director of Education and Training Patricia A. White, Assistant Department Directors Robyn Cavanagh and Vanessa Holtgrewe, Associate Counsel Adrian Healy, Associate West Coast Counsel Jacob J. White, and International Representatives Jamie Fry, Julia Neville, Radar Bateman, Steve Belsky, and Stasia Savage reported to the Board regarding IATSE First Responders/Sexual Harassment Training.

On April 25, 2018 seven IATSE International Representatives, along with staff members from the IATSE Legal and Education Departments, attended two days of customized training to facilitate the IATSE response and education around Sexual Harassment. The purpose of the first session, held at the New York Offices of the Actors Fund of America, was to educate IATSE International First Responders on issues of harassment and discrimination in the entertainment industry and to prepare them to assist IATSE workers in addressing these issues on the job. Instructors included Lillian Gallina and Dwayne Brown, and in attendance from the Actors Fund were the three other staff members who were preparing to lead the IATSE District Education sessions this summer and fall: Tamar Shapiro, Tina Hookum and Steven Haught.

The focus of the training included defining Sexual Harassment and Discrimination, and understanding the steps to help workers when they report harassment.

The second day of training for IATSE First Responders was a presentation by Enforcement Officer Electra Yourke from the Equal Employment Opportunity Commission (EEOC) New York District Office. The EEOC is the US Federal Government agency responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Ms. Yourke oriented the group through the process of making formal claims as well as the general protocols and best practices when advising workers of their rights and options.

The trained first responders will be accessible to IATSE workers and Local leaders through the IATSE Safety Hotline and their primary role is intake to hear a caller's experience and perceptions and to guide the caller to understand their options.

Several of the First Responders as well as Counsels Healy and White reported on their experiences at the training, and in helping IATSE members and Local leaders. The IATSE Safety Hotline number is 888 IA AWARE (844-422-9273). The Actors Fund confidential helpline, which connects IATSE workers with free counseling and other services is 800-221-7303.

President Loeb remarked that this training is essential. He reminded attendees that the #MeToo and #TimesUp movements have their genesis in the entertainment industry. His intention is for the International and every Local to model the behavior we want workers to emulate. Because the entertainment industry is on the leading edge of harassment issues, the IATSE—the largest union representing behind the scenes workers—will have a culture of respect and inclusion. President Loeb stated that the International will not tolerate discrimination of any kind. “Respectful work culture has to be—and is—a priority.”

GREENBRIER

President Loeb assigned Vice President Craig Carlson to join now retired IA Vice President Water Cahill in negotiations to renew an agreement covering The Greenbrier's “Hotel Facilities House Set-Up Crew”, located in White Sulphur Springs, West Virginia.

The Greenbrier Hotel was built in 1913 by its Owner

& Operator “Chesapeake and Ohio Railway” now known as the CSX Corporation. The resort covers 11,000 acres of land, has 710 guest rooms, twenty restaurants and lounges, over fifty-five indoor and outdoor activities, four golf courses, thirty-six retail shops and a casino.

In 2009, after many years of losing money, CSX placed The Greenbrier into bankruptcy. West Virginia Governor and entrepreneur Jim Justice bought the property and promised to return the hotel to its former status as a five-star resort.

The resort has a rich golf history. Greenbrier hosted the Ryder Cup, the Solheim Cup, Senior PGA's “Tour Champions” and the PGA Tour's Greenbrier Classic. The entire resort, including all four of its golf courses, was damaged and closed for more than a month due to the 2016 West Virginia Flood.

The “Hotel Facilities House Set-Up Crew” was organized decades ago by then Assistant to the President, Alfred Di Tolla. Depending on time of year and business, there are from 7-16 IA members covered by this agreement. There is a master agreement as well as an IATSE-specific agreement.

The Master Agreement is negotiated by SEIU since they have the largest bargaining unit employed by Greenbrier. Annual wage increases and health/welfare benefits are exclusively bargained for in the Master Agreement. Historically, every Greenbrier Employee received the same wage increase and health insurance benefit.

Vice Presidents Carlson and Cahill met with senior house crew members Rich Wiant and Vernon Fogus to prepare for negotiations with Greenbrier management. Negotiations moved along slowly but the parties came to terms on the IATSE-Greenbrier Agreement. The Master Agreement also concluded and both were ratified on May 4th.

The IATSE-Greenbrier Agreement is a three-year term with annual wage increase, a significant merit increase for an exemplary worker, flex time, and gratuity sharing.

Vice President Carlson noted the help of Vice President Daniel Di Tolla and IA General Counsel Samantha Dulaney for providing him guidance throughout this process. He also thanked retired Vice President Cahill for facilitating the transition to Greenbrier management, providing background on the relationship, and this invaluable insight and collaboration to get this deal done.

Brothers Fogus and Wiant asked Vice President Carlson to express their appreciation to President

Loeb for supporting and providing them much needed representation. They indicated that being IA members has allowed them an ability to raise families and to pay their bills in what would otherwise be tough circumstances. Vice President Carlson thanked President Loeb for the assignment to assist his brothers and sisters at Greenbrier.

President Loeb observed that the appreciation should go to Vice Presidents Carlson and Cahill who tirelessly worked to bring this agreement to its successful conclusion. He noted that Vice President Carlson weighed our priorities and achieved all of them. President Loeb stated that no matter the size of the unit, he knows that the members are raising families on union wages.

IATSE STAGECRAFT DEPARTMENT

Director of the Stagecraft Department and International Vice President Daniel Di Tolla, Assistant Director of Stagecraft D. Joseph Hartnett, International Vice Presidents John Lewis, Michael Barnes, and James J. Claffey, Jr., International Trustee Patricia A. White, International Representatives Radar Bateman, Peter Marley, Stasia Savage, Daniel Little, and Allison Smartt, and Special Representatives David Garretson, Joseph Short, Don Martin, and Brian Munroe updated the Board on the activities in Stagecraft since the meeting in Los Angeles.

Vice President Lewis reported on the Stagecraft activities in Canada. The Canadian Office has been involved in thirty-seven organizing drives and has assisted sixteen Locals in thirty-four separate contract negotiations. All sixteen signatories to the Canadian Pink Contract have signed onto the new successor agreement.

Representative Bateman reported on his assignment to assist Local 220 in negotiations with SMG for the Denny Sandford Premier Center in Sioux Falls. The new agreement provides for expanded jurisdiction, wage increases, and contributions to the Training Trust. Representative Bateman reported on his assignment to assist Locals 7 and 719 in negotiations with the Denver Center for the Performing Arts for a first contract in the Galleria Performance space. He also reported on a ULP filed against the DCPA for refusing to apply a new parental leave policy to union members. Representative Bateman reported on the ongoing negotiations with Rhino for a first contract covering riggers in the Pacific Northwest. Negotiations have been very difficult and several ULP's have been filed.

International Representative Daniel Little reported

on his assignments to assist Locals 12, 22, and 284 in their organizing efforts. The Locals are all engaged in internal organizing efforts to prepare their members.

International Representative Allison Smartt reported on training with Assistant Stagecraft Director Hartnett to present the COMET program. Representative Smartt also reported on resolving a benefit contribution problem with the Pasadena Playhouse for failing to make timely contributions. She also reported on working with Local 33 representatives and workers to prepare for upcoming contract negotiations. Representative Smartt advised the Board on the successful organizing of Harrah's Casino by Local 363 and noted that she attended the Officer's Institute 1.0 and 2.0.

International Representative Stasia Savage reported on successful conclusion of negotiations of contracts between Local 757 and the Michigan Opera House, Little Caesars Arena, and Ford Field; Local 731 and the Mount Rushmore Convention Center; and, Local B26 and the Historic Theater Group. All the contracts provided substantial improvement for the Locals' members. Representative Savage also reported on reaching a stipulated election agreement with Live Nation for workers at the Fillmore in Detroit, Michigan. Representative Savage also reported on her assignment to assist Local 190 revise their Constitution and Bylaws.

International Representative Peter Marley reported on the successful conclusion of negotiations for a first contract between Local 504 and the Musco Center. The contract provides a substantial increase in the first year of the agreement. Representative Marley reported on the new contract between Theatrical Wardrobe Local 768 in Los Angeles and Greek Theater in which the wardrobe workers achieved parity with the stagehands. Representative Marley reported on the voluntary recognition agreement between Local 784 and Opera San Jose. Representative Marley noted the successful organizing of the entire staff of the Old Globe Theater and preparations for bargaining. He reported on the successful conclusion of negotiations for a first contract with MGM Grand Hollywood Theater. Representative Marley updated the Board on several initiatives involving Local B18; completion of negotiations with the San Francisco Opera, the election victory involving workers employed by the San Francisco Giants and an unfair labor practice charge filed against the company, and the completions of successor contracts for the Cow Palace and Moscone Center. Representative Marley also reported on efforts to obtain voluntary recognition on behalf of Local 33 for the new Los Angeles football stadium.

Special Representative David Garretson reported on music festivals and assistance to Locals in North and South Carolina at various performing arts venues.

Special Representative Don Martin reported on the road. The Department continues its outreach to the members traveling under Pink Contract.

International Vice President Michael Barnes reported on Spectra Venue Management. The Spectra (Global Spectrum) Contract expires February 28, 2019. There are thirty-four Locals representing forty-three arenas/theaters and one convention center covered under this agreement. In the United States there are thirty venues and in Canada thirteen. Since the last General Executive Board meeting in Los Angeles, Local 426 Casper Wyoming's Casper Events Center signed onto the agreement, replacing a rate card.

Assistant Director of Stagecraft Department D. Joseph Hartnett reported on providing COMET Training to Locals 6, 22, 143, 487, 493, 720, 772, and 805. He also reported his appointment as the Co-Director of the Coalition of Broadway Union and Guilds succeeding retired Vice President Anthony DePaulo. Assistant Director Hartnett also reported on grievances under the Pink Contract.

Vice President Daniel Di Tolla reported on Danny Wimmer Presents. DWP is a promoter of festivals throughout the country. In 2018, they have eleven festivals. A contract was negotiated for Local 17 in Louisville to provide labor for festivals that had previously been non-union. There is now a standard template contract. Vice President Di Tolla also reported on the Colonial Theater in Boston. The theater closed in 2015. In 2017 it was announced that Ambassador Theater Group had leased the venue and began renovations. With the assistance of Vice President Glynn from Local 11, the venue is covered by IATSE agreements. Vice President Di Tolla reported on the contract negotiated between Local 897 and Live Nation that replaced the rate card the Local had been working under. Vice President Di Tolla reported on several issues involving Pink Contract tours, noting that the Department is vigilant in contact enforcement and administration.

President Loeb expressed his satisfaction with the leadership and work of this Department, observing that a tremendous amount of work is being carried out by all Departmental Representatives. He noted the culture change in Stagecraft with a focus on organizing. President Loeb emphasized that all stage Locals must focus on eradicating labor contractors. He remarked that Locals must focus on eliminating the non-union workforce by organizing—specifically observing that is the growth that is paramount.

IATSE MOTION PICTURE & TELEVISION PRODUCTION DEPARTMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John M. Lewis, Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Lyle Trachtenberg, Scott Harbinson, Jamie Fry, Steve Aredas, Ron Garcia, Steve Kaplan, and Wade Tyree reported to the General Executive Board regarding the activities of the Department since the last meeting.

Vice President Miller began the report by detailing the continuing evolution of the new media landscape. The consolidation of media conglomerates continues: the U.S. District Court has cleared the way for the AT&T/Time Warner merger (which would include CNN, HBO, and Warner Bros.), thus building a powerful alliance of content creation and distribution within one company. Meanwhile, the Department of Justice has approved Disney's acquisition of Fox, conditioned upon the divestment of the twenty-two regional sports channels. The acquisition includes Twentieth Century Fox Film and TV studios as well as their cable and international TV businesses. Disney will also obtain Fox's 30% stake in Hulu, making it the majority owner with Comcast, NBC Universal, and AT&T/Warner Media as minority owners. It is unclear how this will all play out with the end of net neutrality, but carriers are now solidly in the content business.

As previously reported, Netflix and Amazon Prime have been preparing for traditional Hollywood to withdraw their product in favor of their own streaming services, and have been aggressively producing in-house content. Vertical integration of new media has created a virtual rebirth of the classic studio system that controls the content from inception all the way through to its exhibition.

Netflix is becoming more closely aligned with the studios and distributors. Facebook, Apple, and Google (YouTube) are increasingly engaged in producing entertainment content. These companies are bringing with them the employment practices and mindset of their core business – technology. The Union must be cognizant of the importance of organizing in this area.

Theatrical releases have rebounded after a disappointing 2017 box office. With revenue up 15.7% over last year, 2018 may be a record year for traditional theatrical releases. The wealth has not been spread around evenly, however, and the fact that the two highest grossing companies – Disney and Fox – have merged may skew this imbalance further.

Recently, HBO and the IA reached settlement involving the critically acclaimed "Big Little Lies." The

crew received retroactive monies. The International remains vigilant in enforcing the hard-won terms of its collective bargaining agreements.

As production continues to expand, the Department has added a new International Representative - Wade Tyree. Wade, formerly President of Local 487, is now based out of the General Office in New York, and assists in contract negotiation, organizing, and administration.

At the time of this report, contracts left to be negotiated this year include the Area Standards Agreement, the Animation Guild - Local 839 agreement, the Videotape Supplemental Basic Agreement, the Music Video Agreement, and the pay cable agreements including HBO Entertainment, Showtime, and Starz. Are all scheduled to expire by the end of the year.

A complete report to the GEB regarding these negotiations will be made upon completion of bargaining.

A number of reality shows have recently signed IA contracts, showcasing the popularity of competition formats (e.g. "American Ninja Warrior Jr.", "The Titan Games"). In addition, new media is expanding further into non-dramatic programming (e.g. "100 Humans" and "24 Hours and Counting" on Netflix). The Department also battled to organize shows in Atlanta, such as "Knife or Death" and "America's Fittest Couples".

Vice President Miller then discussed the importance of payroll deposits. Deposits continue to serve as financial protection for IATSE members and thus Low Budget Theatrical producers, single production producers, and term signatories are required to provide a payroll deposit if the IATSE requests. The amounts on hold are significant – from January 1, 2018 until mid-July 2018, the IA released eighty-two deposits totaling more than \$24 million. Open deposits currently on hold from January 1, 2018 until mid-July 2018 total close to \$75 million. Deposits are not released until the Locals assess any outstanding claims.

Earlier this year, the IATSE obtained a substantial deposit on the production "Think Like a Dog" in Louisiana. When funding from foreign investors was delayed, the IATSE, with assistance from Local 478, was able to ensure that all wages and benefits were paid, and the crew was made whole.

The first half of 2018 continues to be very active in the low budget arena; during this time, the IA has organized fourteen features with budgets under two million dollars.

As the Department continues to grow, and film and television production is at an all-time high, bi-monthly video calls allow the Department to review and discuss

various issues that affect the representatives in the field. Companies requesting term deal status are reviewed by the entire Department, with the officers of the company being vetted for their history with the IATSE. No final "sign-off" by the IA representatives handling the company will be done until the vetting process is complete.

More than nine years ago, a production entitled "Hope's Wish" set up shop in Charlotte, North Carolina. While the IA was engaged in negotiations with the company, the film collapsed in pre-production due to financing issues. As a result, more than a dozen members of the crew were not compensated for their work, kit rental fees, and out of pocket expenses. The IA won an award of over \$82,000 against the company.

In spring of this year, the IA received notice that "Hope's Wish" was again setting up production in Charlotte. Various Representatives flagged this production as owing back wages. Local 491 also reported that there were safety concerns and, ominously, that the pre-production crew was not paid on schedule. The new production was organized.

The company paid back wages that had been owing for nine years worth \$82,000. Those employees who had long since written off that money were surprised to receive checks. The IATSE works vigilantly to see that companies honor their obligations to the membership.

Representative Kaplan attended a roundtable discussion at the Game Developers Conference on March 21st in San Francisco. The Game Developers Conference (GDC) is the largest annual gathering of professional video game developers. The event includes networking sessions, awards shows, and a variety of tutorials, lectures, and roundtables by industry professionals on game-creation related topics.

Immediately following the General Executive Board Meeting, Representative Kaplan will be joined by International Representatives Mark Kiracofe and Julia Neville at the 2018 SIGGRAPH conference in Vancouver.

Vice President Miller then discussed other recent organizing campaigns from New England to Puerto Rico. Locals 481, 494, 600, 695, 706, 728, 800, and 871 deserve recognition as well for their efforts as they all contributed significantly to these organizing efforts.

Vice President Miller also reported on the recent resurgence in music video production. Music videos were thought to have become extinct when broadcast television channels such as MTV and BET had all but stopped playing them, but 2017 saw a 60% increase in production from the previous year. This growth coincides

with the rebirth of music videos on online platforms such as YouTube, Vevo, and Apple TV.

Until a few years ago, a music video was simply used to promote a song. Now, with the advent of monetized streaming services, the music video has become an important revenue driver, changing the field's delivery expectations. There are currently thirty-four signatories to the Music Video Production Agreement.

Turning to commercials, Vice President Miller noted that commercial production remains steady, as over 3.5 million hours were credited to the MPIPH plans in 2017. Commercial organizing has become more challenging, with few non-union productions sending out call sheets. There are currently 411 Commercial signatories.

Commercial production remains a growth field for advertisers in part due to the success of online targeted advertising. By utilizing users' browsing and search histories, and compiling the data into behavioral categories and preferences, digital streaming content is considered more "engaging". Targeted ads are tailored to viewers' preferences. Vice President Miller emphasized that organizing and engaging the membership on the importance of keeping high union-density in the commercial industry will be the foundation of any organizing growth in this area.

Award show and live event productions continue to provide thousands of jobs throughout the year. The Tony's, the Emmys, the Oscars, and the CMA's keep IATSE-represented live event crews busy year-round. There are currently thirty award show/live event term signatories.

Vice President Miller then discussed low budget production in the south. He expressed appreciation to Locals 478, 600, 800 and the crews.

In March, Representative Fry attended the AFL-CIO SW District Strategy Meeting in Las Vegas, Nevada. The meeting focused on the organization's new regional structure, the 2018 political landscape, the labor candidates program, mapping union locals, worksite communications, and union density. The information was incredibly useful for unions seeking to get more involved in politics.

Assistant Department Director Mahoney was involved in an organizing drive involving a low budget feature in upstate New York. With strong support from the crew, the company agreed to recognize the union and the parent production company became a term signatory to the IA production agreements. It has several projects in various stages of development and is already in pre-production on another low budget feature film in upstate New York. This shows that growth not only equals strength, but also

creates stable union jobs for members everywhere.

Vice President Lewis updated the Board on happenings in Canada. He reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There are now 370 companies signatory to the Canadian Binder Agreement and 170 to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and may exceed record numbers in 2017. In the first six months of 2018 there were 165 productions in Canada under IA agreements. The strongest sectors continue to be domestic television production and foreign location service production. Vice President Lewis noted the following statistics from 2017:

- 92% of productions took place in British Columbia, Ontario, and Quebec;
- British Columbia is the largest centre for production with \$2.991 billion, followed by Ontario at \$2.977 billion, and Quebec with \$1.754 billion;
- British Columbia is by far the largest centre for Foreign Location Service productions with 62% of productions;
- The largest segment of the industry is domestic television production, which is primarily based in Ontario.

Local 669 continues to organize lower budgeted productions and the International is committed to ensuring technicians working in the traditional crafts will be afforded the protections of working under a collective bargaining agreement. This will be an organizing priority in Canada for the foreseeable future.

In the first six months of 2018 in Toronto, Local 873 secured agreements on 22 US productions with a total production value of \$976.4 million. This represents 100% of US-based productions shooting in Toronto, and close to 82.3% of total productions. In British Columbia, Local 891 was able to secure agreements on fifty-one productions, representing a vast majority of unionized productions in the province.

Producers in Southern Ontario are relocating to Northern Ontario to take advantage of the enhanced tax credit regime and grants. The IA has been very aggressive in organizing these productions, and anticipates signing productions with a total production level of \$150 million in 2018.

Vice President Lewis then discussed a recent organizing victory in the province of Quebec. After an aggressive organizing campaign starting in 2005, the IATSE was formally recognized in legislation for all studio-produced and financed productions and large independent productions with budgets in excess of \$35 million, and \$2.69 million for hour-long scripted television.

The BC Master Agreement, which includes IATSE Locals 891 and 669 and Teamsters Local 155, expired on March 31, 2018. The Toronto Local 873 Term Agreement also expired on March 31, 2018. The International assisted in the negotiations for both term agreements. The Local 873 Agreement was settled in December and it was reported on at the last General Executive Board meeting. On March 2, 2018, the BC Council concluded its negotiations, which resulted in a very similar settlement as reached by Local 873 and followed the general industry pattern. Locals 891 and 669 will be reporting on their settlement in a separate report.

Vice President Lewis concluded his portion of the report by discussing a recent example of intra-department cooperation and communication. By working with International Representatives Lyle Trachtenberg and Steve Aredas in the West Coast Office, the International was able to bring a Toronto-based production under an IA agreement. This was a good example of the Locals and the Department sharing information and working in cooperation to achieve a good result.

Vice President Miller concluded the Department's report to the Board by emphasizing that the issues and examples reported to the Board are only a small look into the workings of the Department. Communication between Representatives in the Los Angeles, New York, Toronto, and Vancouver offices and the Representatives in the field forms the foundation of the Department's work. The Department's success comes from the communication and work that is done with each local union that is involved in the Motion Picture Department.

President Loeb thanked the Department for its report and remarked on the Department's extensive work. Among the most important is organizing, which is the antidote to all worker ills and is fundamental to the success of the IATSE as a labor organization. Clearly, the Department understands this. Production is busy everywhere, and the Department is organizing, enforcing contracts, auditing productions, and, most importantly, coordinating within the Department and with the local unions in both the United States and Canada. President Loeb concluded by thanking the Department for its hard work, specifically recognizing the efforts of Vice President Miller:

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Tradeshow and Display Work Department Director Joanne M. Sanders, International Vice President Faye Harper, and International Representatives Jim Brett, Dan'l Cook, Carlos Cota, Don Gandolini, John Gorey, Mark Kiracofe, and Benjamin Hague provided the following update of Departmental activities since the Board last met in Los Angeles, California in January 2018.

Local 12 - Columbus, OH

Representative Gandolini assisted Local 12 in bargaining renewal agreements with Global Experience Specialists (GES), Freeman, and Fern. Each covers a four-year term, with wage and benefits increases in each year. The parties clarified language regarding audio-visual work and agreed to begin the work day earlier. Other additions included two new holidays, language defining an eight-hour turnaround, and payroll administration changes.

In negotiations with Fern, the Local achieved its main objectives of securing dedicated overtime and pay increases for forklift operators.

The Local also achieved its first collective bargaining agreement with Shepard Exposition, which opened a regional office in Indianapolis in 2017. Shepard has become more active in the region. Shepard also agreed to the area standard provisions common among other employers. After the first show under this new agreement, Shepard's general manager commended Local 12 for its outstanding performance.

With the completion of these contracts Local 12 is on solid footing within the tradeshow industry. The Local is also developing a relationship with key personnel of another area company and looks forward to securing more work and a collective bargaining agreement with that employer.

Freeman AV Canada

Representative Brett reported on the audio-visual technicians employed by Freeman AV at the Metro Toronto Convention Centre in Toronto. Until earlier this year, the technicians were represented by a different union, which was recently decertified as their bargaining agent.

In June, Local 58 filed for certification of the unit. A representation vote was held on June 25 and the workers voted unanimously in favor of the IA. The Ontario Labor Relations Board issued a certificate recognizing Local 58

as bargaining agent for Freeman AV employees at the Metro Toronto Convention Centre on July 5. The Local is looking forward to first contract negotiations.

Locals 210 in Edmonton, and 212 in Calgary and Local 63 in Winnipeg are working closely together on agreements with Freeman for AV work. Locals in other provinces also provide casual labor to Freeman AV on a regular basis and look forward to expanding the relationships in their jurisdictions.

Local 46 - Nashville, TN

Negotiations for CMA Awards and Christmas shows have concluded with a four-year agreement. The agreement includes annual economic increases in wages and benefits as well as increased work opportunities in the local shops and warehouses used for production preparation. Talks are currently underway with the producers to obtain wardrobe work.

Local 50 - Sacramento, CA

In early 2017, Local 50 signed a new agreement with GES. The GES agreement gave the members a substantial increase in wages and benefits. Representative Cook is working with the Local on organizing campaigns. The Local recently renewed its agreements with three other companies, all of which pay at or above the area standard.

Local 53 - Springfield, MA

As previously reported, Representative Kiracofe was assigned to assist Local 53 in negotiations with Encore Event Technologies covering stage and exhibition employees at Mass Mutual Center (MMC) in Springfield, MA. MGM Resorts had taken over management of MMC when it was awarded a gaming license and began plans for a new hotel and casino scheduled to open in 2018.

Local 76 - San Antonio, TX

Local 76 and Freeman Decorating have entered into a one-year supplemental agreement for decorating and exhibit work. Local 76 has covered calls to Freeman's satisfaction.

Local 77 - Atlantic City, NJ

Local 77 has had an agreement with PSAV for nearly two decades for work at the Atlantic City Convention Center. The Local also has an agreement covering the Sheraton Hotel where PSAV is a preferred provider. Both agreements expired in December 2015. The Local has worked under the old agreements with no increases

for at least two years. Vice President Sanders and Representatives Cook and Hague are assisting the Local in its negotiations.

Local 99 - Salt Lake City, UT

Vice President Harper and Representative Kiracofe assisted Local 99 in negotiations with Freeman and GES. Both companies are general service contractors operating in Salt Lake City. The Freeman contract was settled with a favorable economic package over a four-year term. GES also has a local warehouse operation and was the last of the local general service contractors to negotiate. A settlement was reached providing annual wage and benefit increases over the four-year term. Both contracts were ratified by the membership.

Local 107 - Oakland, CA

Local 107 has a new agreement with Encore Event Technologies at the Oakland Marriott Convention Center. The agreement covers over-hire technicians at the Marriott and specifies that the Local is the exclusive source of labor at the attached Convention Center.

As reported previously, the fight to secure this jurisdiction began in 2015 when an organizing campaign formed among the crew of Audio Visual Management Solutions (AVMS), then the in-house provider at the Oakland Marriott. In November 2017, AVMS walked away from its vendor contract with the Marriott to avoid a collective bargaining agreement. Encore Event Technologies succeeded AVMS and negotiated an agreement with Local 107. Additionally, the Local's bargaining committee created a regional facilities agreement incorporating Bay-Area standards. The membership unanimously ratified the agreement in May.

Local 122 and Former Local 707 - San Diego and Palm Springs, CA

In early April, Vice President Sanders and Representative Cota attended negotiations with PSAV on behalf of Local 122 and the former Local 707 Palm Springs. PSAV suggested that both Local 122 and the former Local 707 all be brought under the National Agreement. These discussions remain ongoing. OnServices, a GES Company was awarded the in-house agreement for additional work at the San Diego Convention Center (SDCC). Local 122 began negotiations with OnServices and was able to secure an agreement. On June 29, 2018 the Local's majority status was verified and Local 122 was deemed bargaining representative of OnServices employees at the SDCC.

Local 126 - Fort Worth, TX and Local 127 - Dallas, TX

Freeman Decorating has been placing calls for tradeshow employees to both Locals 126 and 127 because of routine labor shortages. Under the Freeman AV contract, Local 127 filed a grievance concerning a change in how certain warehouse personnel were reclassified and consequently paid. Representative Gandolini assisted the Local in settling the dispute to the parties' mutual satisfaction.

Local 423 - Albuquerque, NM

Local 423 previously had a contract with the Fun Factory, which produces the Ben E. Keith Food Show. Fun Factory ceased business and was succeeded by Superior Expo. Superior signed a collective bargaining agreement with Local 423 and secured the services of a payroll provider. The agreement four-year agreement includes annual wage and benefits increases.

Local 470 - Oshkosh, WI

Oshkosh Local 470 represents workers across northeastern Wisconsin. Each year, the Local works under a contract with GES to produce a show for an aircraft association's aviation-related convention and air event. During the week-long show, Wittman Regional Airport in Oshkosh becomes one of the busiest airports in the country. Vice President Sanders, Representative Hague, and Local 470 met with GES in Chicago on June 20. The parties concluded their meeting with a tentative agreement including an economic package of increases in each year.

Industry Tradeshow Events

Representative Kiracofe assisted in facilitating the installation of the IATSE exhibits at the following trade events: EXHIBITOR Live in Las Vegas, NV; USITT in Fort Lauderdale, FL; InfoComm in Las Vegas, NV. InfoComm in Las Vegas was the initial show for the IA's new display, which includes two independent 10 foot displays designed to combine as a 20 foot unit when needed. IATSE craftspeople worked on the fabrication of the display and road cases. Locals 6 and USA829 performed the work at Image Technologies Corporation in St. Louis. Local 720 represents the workers at Case Craft in Las Vegas. Representative Jason Vergnano will manage the Canadian unit for the northern events and Representative Kiracofe will manage the U.S. unit.

International Representatives Vergnano and Brett have been assigned to attend the Canadian Institute of

Theatre Technology Annual Conference and Tradeshow in Ontario in August 2018 where the new IATSE tradeshow booth will make its Canadian debut.

Training

The Department has delivered customer service training to Locals 17 in Louisville and 127 in Dallas. Representative Brett provided customer service training to Local 118 in Vancouver. The Department has participated in AV Essentials training with the following Locals: Local 11 in Boston; Local 33 in Los Angeles; Local 122 in Palm Springs and Local 134 in San Jose.

Additionally, the annual Exhibition Services and Contractors Association (ESCA) Summer Conference was held in Carlsbad, CA June 24-27. Vice Presidents Harper and Sanders attended along with International Representatives Cota, Gandolini and Kiracofe. The conference covers topics specific to the tradeshow/convention industry but includes general tracks covering employer and union relationships, employee benefits and marketing. The Tradeshow Department has been a member of ESCA for many years. Representative Gandolini serves on the Labor Management Council and was instrumental in the development of a presentation entitled: Risk Management: Event Organizers Orientation to Work Rules and Regulations. This presentation was jointly developed by the unions and the service contractors to educate show organizers and producers about the importance of adhering to specific work rules and guidelines relating to union jurisdictions. The program has the full support of the ESCA Board of Directors and it will also be presented at the International Association of Exhibitions and Events (IAEE) Expo! Expo! to be held in New Orleans in December of 2018. The Department's report also detailed several additional industry developments discussed at ESCA involving drug testing for workers and facility access.

Organizing

The Department reported on ongoing organizing efforts in southern California as the union works to build a core of trained AV Technicians in the region. In addition to working with the International to identify organizing opportunities, Local 33 is working to address skills shortages from within. The Local has a full schedule of training that includes Customer Service, audio, digital sound boards, electrical safety, ETCP, and OSHA 10 and 30 classes.

Encore Event Technologies

The Department discovered Encore Event

Technologies is the in-house provider of audio visual and rigging services at a large number of properties and upcoming shows in Southern California. Following the last General Executive Board meeting, Locals 107 and 720 were in negotiations with the company. Local 720 has since ratified its agreement and Vice President Sanders along with other Representatives continue to develop a relationship with Encore.

PSAV

As previously reported, the PSAV agreement with the International has been signed.

Meanwhile, in Canada, as reported earlier this year, Local 58 in Toronto had re-filed for certification of the PSAV regularly employed workers at the Sheraton Centre in 2017. The Local continues to battle over this workforce even after the Ontario Labor Relations Board again ruled in favor of the Union.

In September of 2013 construction began on a hotel on the grounds of Exhibition Place in Toronto, where Local 58 enjoys jurisdiction over the entire grounds under a contract with the Board of Governors of Exhibition Place. The Local has been shut out since July 2018. The Local has filed numerous grievances against the Board of Governors of Exhibition Place.

Freeman AV

The Department's relationship with Freeman AV continues to grow. Freeman AV is supportive of IA training efforts and provides equipment to support the AV Essentials program to Locals across the country. Additionally, since the last General Executive Board meeting, Local 18 in Milwaukee and Local 38 in Detroit have been added to the Freeman AV agreement.

President Loeb noted that the importance of organizing and training cannot be overstated particularly in the audio-visual sector. The Department is doing great work and he thanked them for their dedication.

IATSE COMMUNICATIONS DEPARTMENT

Communications Director Matthew Cain, International Representative Krista Hurdon, and Communications Coordinator Jonas Loeb provided an update on the activities of the Communications Department since the January 2018 Board meeting in Los Angeles.

Department Director Cain took over the role of Communications Director roughly seven months ago. In

that time, he has met many members and Local officers to become more familiar with the Alliance. In May, he visited several Local 8 work sites in Philadelphia and at the end of July, he visited Local 478 members at work around New Orleans with International Vice President LoCicero. The Department also welcomed Jonas Loeb in June to further facilitate the growth of the union and promote the labor movement. It was noted that the Canadian Office has had a growing role in the Communications Department. International Representative Krista Hurdon has taken over management of the IATSE Canada Facebook and Twitter accounts, and continues to draft all Canadian press releases, member communications, and formal government submissions.

IATSE social media profiles have continued to grow at a fast rate. The official Twitter page, has now grown to 12,200 followers, and Facebook has now reached over 25,000 people for the first time. On Twitter, the most widely-viewed recent tweets involve pro-union content with a simple yet effective caption. June and July have been the IA's best months on Twitter. On Facebook, popular posts remarked on common parts of members' work lives. On all social media platforms, timing matters. Members and guests are likely to share and engage with posts that tap into broader conversations that are already happening online. A Facebook post thanking the union members working to make the Oscars happen reached nearly 90,000 people on Facebook alone, making it the most successful post ever. The IATSE Canada Facebook and Twitter have also had high engagement rates. Members and others have positively reacted to posts about the entertainment industry in Canada. A post congratulating an award-winning film, which was shot in Canada with an IA crew reached more than 22,000 people and had more than 2,000 engagements. Political posts about the Ontario Provincial Elections and plans for national Pharmacare also engaged Canadian members. The Communications Department also continued to use its reach on social media to let members know that relief is available if they have been affected by recent natural disasters.

In July, the International celebrated its 125th Anniversary. Accordingly, the Communications Department spent much of the summer celebrating IA history online. To gather material for the 125th Anniversary social media campaign, staff searched the storage files of the General Office, where photos spanning the Alliance's entire history can be found. The Department selected and digitized historic photos for use on social media and elsewhere. Locals across the Alliance also shared historic photos of their own. The Department utilized some historical material to make "ghost images;" photo illustrations that combine a black-and-white historical image with a modern photo of members doing

a similar task. These images showed how much the work of the entertainment industry has changed yet in other ways the jobs of IATSE members are remarkably similar to a century ago. The campaign began thirty days before the 125th anniversary, and it was immediately popular. Each of the posts inspired members to respond by posting their own stories and comments. Many responses showed members' sense of pride and connection to the International on this historic anniversary.

The IATSE's email program continues to show high engagement. Using Action Network emails, the Communications Department has partnered with the Political and Legislative Department to fight back against attacks on the International's interests in Congress. Twice this year, the program has provided members with information and a call-to-action about preserving funding for the National Endowment for the Arts. Both times, a large bipartisan majority of representatives heard the voices of IATSE members and others reaching out in support of the arts and Congress voted to preserve arts funding. The Department also continues to encourage members to get involved in public elections in their areas. For instance, the IATSE's email program encouraged members to get involved in an important special election campaign by U.S. Representative Conor Lamb. Emails also reminded district residents to vote on Election Day and Lamb was successfully elected.

The Canadian Office similarly continues to use email to distribute press releases about important news to all Canadian members. Canadian releases, often about organizing victories and volunteer opportunities, help remind members that there is a larger International beyond just their own Local. Canadian open rates remain high (and unsubscribe rates remain low), which suggests that Canadian members appreciate this context and content. Beyond Canada, email blasts have been used to communicate with Local officers across the continent. Emails to local union officers have been used to promote training opportunities and provide information about labor events like the Working People's Day of Action and Workers' Memorial Day.

The Department also remains committed to supporting local unions of the Alliance. The Department has consulted with several Locals about launching (or re-launching) social media accounts to better communicate with their members. The International's social media guides have been updated for 2018 to reflect recent changes by Facebook and Twitter. A new Social Media Content Ideas Guide will help provide ideas about what to share on social media. In March, President Loeb sent a memo to all Department Directors stressing the importance of Communications when running effective

campaigns. Communications has been an integral part of many organizing efforts. In Canada, the Department has been involved in spreading the word that Local 58 in Toronto has been locked out of one of Exhibition Place, and one of the first things the Local did was reach out to the Communications Department. Coverage has been distributed widely to the Toronto community and beyond.

News cycles move at a rapid pace and attacks on the labor movement, the arts and entertainment industry are occurring. The Department continues to publicize content important to the Alliance's members. When the Supreme Court issued its decision in *Janus v. AFSCME*, the International joined its allies in the labor movement in decrying this assault on workers' rights. President Loeb's statement vowing to fight back and strengthen IA unions was quoted extensively in industry press. Many members reacted to share their solidarity and pride in their union. The Department was prepared to publicize this news in advance and widely share the IATSE response.

The Department reported that it focuses on building for the future. With the Department's new team in place, it plans to expand the scope of all possible means of outreach to members and support for local unions. Local union officers are encouraged to reach out to comms@iatse.net with any questions.

President Loeb thanked the Department for its work. He noted that the Communications Department will continue to be an integral part of the Alliance and it has the skills to tailor the IA's approach to communications and find the most appropriate ways to reach the membership and local unions.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Department Patricia A. White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, ICAP members Alan Rowe and Kent Jorgensen, and IATSE Education Outreach Coordinator Jennifer Halpern reported on the recent activities of the Education and Training Department.

Union Leadership Training

IATSE Officer Institute

To date, 747 officers from 193 local unions have graduated from the Officer Institute, meaning over 90% of our total IA membership has had at least one officer attend. Over the lifetime of the program, many Locals have had a team of officers attend.

The financial subsidy for small Locals (those with less than \$250,000 in gross receipts) will continue in 2019. Some IATSE Districts also subsidize attendance at the Officer Institute and interested Local leaders should contact their District Secretary. Subsidies are in high demand and qualifying Locals are urged to apply immediately to avoid disappointment.

Upcoming Officer Institute Dates and Locations:

September 24-28, 2018
Toronto, ON (US and Canadian Locals)

March 11 – 14, 2019
San Francisco, CA (U.S. Locals only)

Advanced Organizing Institute 2.0

The Advanced Secretary-Treasurer and Advanced Organizing classes, or “2.0”, remain popular and rigorous. To date, 133 officers have attended the Organizing class and 150 officers have attended the Secretary-Treasurer class. The most recent classes in Atlanta and Detroit included leaders from across North America, from Locals of every size and myriad crafts. The next Secretary-Treasurer 2.0 course will be held September 24-28, 2018 in Toronto, Ontario, for both US and Canadian local leaders. More locations and dates for 2.0 classes, along with some new courses, will be announced late this year. Watch the IATSE website and the Bulletin for details.

Local Union Trustee Training

The newest IATSE Officer Institute program, Local Union Trustee Training, was held for the first time in New York City, April 20 – 21, 2018.

The inaugural class of thirty-nine Trustees from eighteen local unions learned about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and how to support good financial practices in their Locals. They participated in a mock audit, using and learning simple procedures for auditing the books and records of their local unions.

Only people who are currently elected as Trustees and who are responsible for the periodic review of their Local’s books and records are eligible to enroll in this course. There is no other prerequisite. This course does not deal with the role of Benefit or Training Fund Trustees.

Due to a long waiting list and popular demand from the Locals, three more sessions of this two-day clinic have been scheduled. Preference for enrollment will be given

to Locals able to send more than one of their trustees, together, to the class, and Locals are encouraged to apply early to secure spots for your trustees on your desired dates.

Local Union Trustee Training Dates and Locations:

November 1 – 2, 2018
New York, NY

November 29 – 30, 2018
Los Angeles, CA

January 17 – 18, 2019
Atlanta, GA

Applications, information and subsidy forms can be found on the IATSE website <http://www.iatse.net/member-education/iatse-officer-institute>

Staff Training

As is now our annual practice, the General Executive Board, International Representatives, and key staff participated annual staff training from February 21 – 23, 2018. This year, the training focused on the Secretary-Treasurer “2.0” curriculum and piloted the new Local Union Trustee Training. Staff evaluations helped to refine and hone the presentation prior to it being delivered for the first time to Local leaders. The staff also had an opportunity to engage in in-person department planning sessions. President Loeb, General Secretary-Treasurer Wood, and the Board all demonstrate the importance of our culture of continuous education by growing and strengthening their own skills at this annual training. They lead by example.

District Convention Education Sessions

District Conventions began in May and will run through the summer until the end of September. As usual, the Education and Training Department is presenting training sessions at each Convention. The current focus on sexual harassment has made it more important than ever for us to create a culture of respect and inclusion in the IATSE. Our union values require us not only to obey the letter of the law or to strive for diversity, but to hold inclusiveness as our goal. Inclusiveness means that we not only welcome workers of all ages, gender identities, races, and creeds into our union, but that those diverse workers all feel as though they are part of us and respected by the IATSE.

To this end, the education session topic this year

is “Representing Workers in Respectful Workplaces”. The course reinforces and builds upon the information presented at the workshop conducted at General Executive Board meeting last January. The course provides instruction and resources and aims to help Local leaders to set the standard for creating respectful workplaces and inclusive practices to better represent all workers in our Locals.

Education Session During this GEB Meeting

On Wednesday, August 8, a seminar will be held, open to Local leaders, entitled “Political Engagement for 2018”. The session will be a panel presentation designed to build Local leaders’ hard skills around member engagement in politics and enthusiasm and greater continued political engagement. It will consist of quick and punchy sessions where everybody learns at least a few new ideas to beef up political action in the critical period from Labor Day to Election Day, regardless of their prior experience or level of engagement with politics.

A panel of presenters will provide inspiration and tips to Local leaders to help them strengthen the political infrastructure in their Locals right now, serving as a foundation for improved political engagement into the future, with their local union as a trusted source of political information for members.

The Labor Education Assistance Program (LEAP)

This program provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. In 2018 so far, Local leaders have been reimbursed at total of \$6,754 in Canada and \$13,668 in the U.S. The total program spending since the beginning of the program in fall of 2009 as of June 30, 2018 is \$91,327 in Canada and \$250,145 in the U.S. for a grand total of \$341,473. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap> where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Road Show “Why Unions Still Matter”

The IATSE Road Show, “Why Unions Still Matter” was presented on January 28 and 29, in Honolulu, Hawaii for Local 665. The presentation, which teaches the connection between strong unions and a strong economy, along with some labor history, is available for local unions or groups of Locals in a city to present to their members,

families, friends, and other community members. Attendees come away with a greater appreciation of both the labor movement and the local union’s role in it. There are versions for both Canadian and U.S. Locals. Interested local unions may contact Jennifer Halpern jhalpern@iatse.net in the IATSE office to bring this presentation to their town.

“Passion and Pay”

“Passion and Pay” is a PowerPoint presentation incorporating it has incorporated elements of the IATSE Road Show, basic information on what a union is, and discussion of the nature of work in the entertainment industry as it relates to basic personal economics and the current state of the economy. The current version was designed specifically for use by local unions and can be easily customized with specifics about particular Locals and crafts.

One of the best features of “Passion and Pay” turns out to be that it is so easily tailored to a variety of audiences. Interested local union Officers may request a copy from the Education Department, in the IATSE General Office.

Student Outreach

The Department fields many requests for presentations to student groups, and “Passion and Pay” is just one way to grow and strengthen our ability to give union information to the next generation of IATSE workers. Also available to IATSE Locals and members is a webinar designed by International Representative Allison Smartt and CreativeFuture, which gives instructions on how to go into a school and teach students from Kindergarten to 12th grade about responsible digital citizenship.

Earlier this year, Director White was invited to address approximately 300 undergraduate students at Temple University’s Theater Studies Production Practicum class. She spoke about the wide array of behind the scenes careers available to young technicians, and the role the IATSE plays in the working life of entertainment industry professionals, and in May presented a similar talk to a smaller group of graduate students at Columbia University.

Our student outreach initiatives are designed to help us grow to include the workers of the future, who are diverse, digitally-literate, and eager to be part of our industry. When we teach them about the IATSE and our crafts, we create a union-friendly mindset in the workers of tomorrow and deepen our own bench strength.

On March 1, 2018, the IATSE participated in the New York City Central Labor Council’s second annual

Future in Focus: Exploring College and Careers fair at the United Federation of Teachers. Approximately 600 students from throughout NYC high schools attended.

The Department also was contacted by the Educational Theatre Association, a national non-profit arts service organization dedicated to the advancement of educational theatre. It publishes two magazines: *Dramatics*, for high school students; and *Teaching Theatre*, for their teachers. Hoping to deliver more articles on professional stagecraft in these publications, the association turned to the IATSE as a resource. For the March/April volume of *Teaching Theatre*, Director White collaborated with ICAP Chairperson Alan Rowe for “Shining Light on Stage Safety”. The article emphasizes the importance of electrical safety and details best practices in stage lighting for school productions. For the April/May issue of the student publication, *Dramatics*, Assistant Department Director for Stagecraft Joe Hartnett interviewed ICAP member Peter Donovan (Local One) for a piece titled *Phantom Electrician*. The article follows Donovan’s career path from its beginnings to his current position as head electrician at the Majestic Theatre, where he is responsible for all aspects of lighting “Phantom of the Opera.”

Craft Skills And Safety Training

Lynda.com

Since the fall of 2015 the IATSE has had an amazing partnership with Lynda.com, enabling IATSE members to buy year-long subscriptions at an extremely low cost. Beginning on September 1, 2018, administration of the IATSE Lynda.com partnership will be assumed by the IATSE Training Trust Fund. Year-long Lynda.com subscriptions will be available free to workers covered by IATSE agreements.

IATSE Craft Advancement Program (ICAP)

The ICAP seeks to make sure that all of us in the IATSE work safe every day maintaining the highest skill level possible. Joe Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sheila Pruden, Local 873, Eddie Raymond, Local 16; and Chairperson Alan Rowe, Local 728 are the members of the ICAP.

One of the primary roles of the members of the ICAP is to serve as advisors to the IA Training Trust Fund. In that capacity, the group serves as subject matter experts (“SMEs”) on the digital video versions of the “Safety First” classes, developed for the TTF through Learning Sciences. Along with TTF Training Specialist

Bill McCord, ICAP members have developed modules for an IATSE-specific General Entertainment Safety OSHA 30 course and piloted the 30-hour classes at Local 720 in Las Vegas and Local 33 in Los Angeles. Locals may now request a presentation of this entertainment-industry specific 30-hour course by contacting the Training Trust Fund. ICAP members continue to present the popular 10-hour course.

The OSHA Alliance permits the IATSE to work directly with the United States Occupational Safety and health administration to ensure that the nuances of entertainment industry work are considered in the enforcement and promulgation of health and safety regulations.

Alan Rowe attended the first annual OSHA Alliance Program Forum at the US Department of Labor offices in Washington, DC on May 3, and the IATSE was the only labor union represented in the room. Alan’s presentation about the IATSE OSHA Alliance was well-received by both OSHA Staff as well as participants from other OSHA alliances. Members of the ICAP continue to provide training presentations to OSHA Staff all over the United States.

Worker’s Memorial Day (US)/National Day of Mourning (Canada) was held on Saturday, April 28th and was observed with a moment of silence by the IATSE International and many local unions.

This year, the OSHA Safe and Sound Campaign is August 13 – 19 and once again the IATSE is a sponsor. Last year, the IATSE was the only labor union to sponsor Safe and Sound week, but this year the AFL-CIO, IBEW, and the Utility Workers Union of America are sponsors, as well—so we continue to lead by example. Special IATSE fact sheets with links to OSHA resources pertaining to some of our work are on the OSHA Alliance website and on the Training Trust Fund website. Local unions are encouraged to celebrate Safe and Sound Week by scheduling their own classes, posting on social media about safety issues in their crafts, and promoting the event at meetings and one-on-one with workers during that time.

ICAP Member Eddie Raymond was instrumental in creating the “New World Rigging Symposium” presented at USITT in March in Ft. Lauderdale. Peter Donovan served as a panelist at the event. This was a great opportunity for any member looking to expand their knowledge of entertainment industry rigging and will likely be held again at the 2019 USITT conference in St. Louis next spring.

The IATSE’s involvement with industry standards-writing is important and ongoing. The National Fire

Protection Association (NFPA) is the organization that is responsible for the Life Safety Code (NFPA 101), the Standard on Motion Picture and Television Production Studio Soundstages, Approved Production Facilities, and Production Locations (NFPA 140) and several other standards which affect our work and workplaces. The NFPA Conference and Technical Meeting was held from June 11 to June 14 in Las Vegas, and Alan Rowe and Eddie Kramer (Local 1) attended sessions on Electrical Safety Programs, Power Over Ethernet, upcoming changes to the National Electrical Code, and new NFPA 3000: Standard for Active Shooter/Hostile Event Program (ASHER), and they also participated in the Technical Meeting and represented the IATSE by voting on each and every standard up for renewal in 2018.

Entertainment Technician Certification Program (ETCP)

The Training Trust Fund fully reimburses IATSE workers who pass any of the ETCP certification tests and the amount of the reimbursement has been raised, so that the complete \$550 exam fee is covered for those who pass. It will also reimburse for re-certification fees. In response to requests from both workers and employers, the hours requirement to take the Portable Power Distribution Technician (PPDT) exam has been reduced from 2,500 to 2,000 hours, so more workers than ever are now eligible to take this exam. This is an area where growth equals strength. It should go without saying that if there is any entertainment industry certification of excellence, our members should hold most of those certifications in order to be skilled, safe, and available to jobs that require those certifications.

InfoComm /Audio Visual Training

International Representative Ben Adams reported on the IATSE Training Trust Fund partnership with AVIXA (formerly InfoComm).

Since the winter 2018 General Executive Board Meeting, one hundred nineteen technicians have taken the Audio-Visual Essentials course in three cities: Boston (Local 11); San Jose (Local 134); and Los Angeles (two classes, Local 33).

Upcoming Audio-Visual Essentials classes with Local 8 in Philadelphia (their fifth AV Essentials class), Local 122 in Palm Springs (their second class), Local 30 in Indianapolis and Local 631 in Orlando (both their third classes) have been scheduled, and classes with Local 15 in Seattle (their fifth class) and another class with Local 33 in Los Angeles are currently being scheduled. Locals interested in scheduling an Audio-Visual Essentials

training should book by contacting the Training Trust Fund at info@iatsetrainingtrust.org or International Representative Ben Adams at badams@iatse.net.

With the assistance of Luz Vazquez at the Training Trust Fund, Representative Adams completed the third edition of the Audio-Visual Essentials textbook and workbook and the books were sent to press early this year. The fact that this book is in its third printing shows the popularity of the course and the interest evinced by our Locals in Audio-Visual training.

In addition to his work presenting Audio-Visual Essentials courses to Locals around the U.S., Representative Adams is creating online video tutorials for small local unions who are not able to bring the Audio-Visual Essentials course to their Local. These are also good tools to refresh the memories of those who have already taken the in-person classes. He reported that seven of these supplemental video modules are complete: Basic Sound; Connectors; Dongles and Adapters; Introduction to I.T. and Networking; Safely Ejecting Flash Drives; and Troubleshooting for AV Visual Systems. The videos are available through Rory McGuinness at the IATSE Training Trust Fund. rmcguinness@iatsettf.org

To date, almost six hundred IATSE members and referrals have completed all requirements and received the AVIXA/IATSE Live Event Technician Certificate. Since the partnership with InfoComm/AVIXA began, IATSE members have completed slightly over six thousand AVIXA online courses and sixty-six are Certified Technology Specialists.

All IATSE members are eligible for free memberships in AVIXA, and Local leaders are encouraged to promote the partnership to their members. In addition to Audio Visual technicians, members who work with sound, projections and projection design, animation, lighting, and those who just like to know about the latest trends and equipment can benefit from AVIXA membership. There are over 4,500 IATSE members enrolled as members of AVIXA.

Dante (Digital Audio Network Through Ethernet) is a combination of software, hardware, and network protocols that deliver audio over a standard Ethernet network. Representative Adams has adapted a new I.T. and Networking course, with an introduction to Dante, which was piloted at four classes over two days at Local 695 in Los Angeles. The feedback from the post-class survey was overwhelmingly positive. One hundred percent of participants indicated that they now had a better understanding of Network concepts and how information travels through a network, and ninety-five percent gave the course content and instructor high ratings.

From June 5 through June 14, Department Director White joined Representative Adams and IATSE Representatives from other IATSE departments in attending the InfoComm show in Las Vegas. The trade show stills uses the InfoComm name. We attend this meeting primarily to search out new training opportunities for IATSE workers.

President Loeb also observed that this department is hard at work, constantly innovating. He complimented the Department on its tremendous work, thanking all at the table, especially noting the leadership of International Trustee White.

IATSE BROADCAST DEPARTMENT

Department Director Sandra England, along with International Representatives Fran O' Hern, Steve Belsky, John Culleeny, and Rachel McLendon reported on recent developments within the Broadcast Department.

Department Director England provided a brief overview of corporate ownership developments and consolidation among media companies. Emerging technology companies have recently gained new interests in sports media rights. The entry of some new participants into an already competitive market has cast uncertainty on the direction and ownership of traditional regional sports networks. New technology and processes meanwhile continue to change the way sports are produced. Despite these circumstances, the Broadcast Department remains focused on maintaining the best contracts and benefit plans for IATSE members, and organizing unorganized technicians working in this industry. This vision is key to remaining strong despite constantly changing market conditions. Uniting all workers in the broadcast sector will stem some of the uncertainties surrounding changing content providers and distribution processes.

Western Region

With the completion of the Western Region Fox agreement, Representative Belsky reported all the various crewing contractor agreements covering this three-state area are being negotiated. Negotiations have been slightly more complicated during this round of renewal bargaining as the Union continues to improve and standardize conditions in several regions. These efforts have involved multiple regional and national crewing contractors.

Local 487 Washington, DC

Local 487 has opened successor negotiations with NBC

Sports Washington (the regional sports network formerly known as Comcast SportsNet Mid-Atlantic) for a new agreement. NBC has advanced aggressive proposals that would jeopardize job security for Washington workers. Department Director England will continue to seek a fair agreement with this company despite its aggressive approach.

Local 745 Minnesota

Local 745 and Fox Sports Net North concluded negotiations for a one-year extension of the existing collective bargaining agreement covering the Twin Cities. The extension agreement also contained adjustments in working conditions for covered workers along with wage increases for out-of-pattern crafts. The extension contains a general wage increase for everyone and an increase in benefit contributions to the national health fund. The extension agreement has been ratified by the membership. As previously reported, the Local prevailed in an election held by the NLRB to represent technicians working for NBC Sports Network and is currently in negotiations for a contract covering hockey events held in the jurisdiction.

Local 100 New York

The Local concluded negotiations for a one-year contract extension with the YES Network. The extension included a general wage increase and an increase in contributions to the health fund. The agreement has been ratified by the membership. A successor agreement with MSG Plus will also be submitted for ratification soon.

Local 119 San Francisco and Sacramento, California

Local 119 signed contracts for new work with Rush Media covering events for the United Soccer League and LDM Worldwide Crewing.

Local 793 Washington and Oregon

It was noted that Local 793 also concluded terms for an agreement with Rush Media to cover United Soccer League and WNBA events.

Local 748 Arizona

Employment opportunities in the state of Arizona continue to expand. Spring baseball and United Soccer events have added to the business schedules of Arizona technicians working under the protections of IATSE contracts. The Local has effectively administered its contracts, building a strong growing community in a

right-to-work state. Rush Media brought soccer under contract in this market as well.

Local 762 Chicago

Local 762 is preparing for successor contract negotiations covering the Chicago Cubs and the Chicago Sports Net.

Local 317 Indianapolis

This Local has now has trained stewards who can address issues on the job; Representative O'Hern participated in a recent labor management meeting and emerged with a new understanding of relationship.

Big Ten Network

The IATSE now holds contracts covering work for Big Ten Network in markets where major Big Ten universities are located including Minnesota, Wisconsin, Indiana, Perdue, Iowa, and Rutgers. Work performed by traveling crews for main football and on-site pre-game shows is now under the protections of an IA contract. As separately reported to the Board, the IATSE now also represents technicians working in the Big Ten Network's remote studio in Chicago.

Golf Channel

International Representative Rachel McClendon has been working with the Golf Channel steward committee and Representative John Culleeny to compile relevant information to track hiring patterns and other points related to contract compliance. Representatives are working to develop the current employer registration rosters in accordance with the current contract. Representative McClendon reported that a membership drive is currently underway within the unit and there has been great enthusiasm for continuing to support this community as they build a union in their workplace.

New Organizing

The Department reported on several other ongoing organizing and training projects. Notably, the rise of e-sports has created occasions for new organizing. Additionally, after forty years non-union, Sesame Street has agreed to voluntarily recognize the IATSE as representative of its studio broadcast technicians. The voluntary recognition agreement covers technical directors, audio, video, utilities, and camera operators. Vice President Dan Di Tolla and Local 600 Representative

John Amman led this effort. The technicians will be represented by Locals 52, 100, 600, and 700.

President Loeb noted that this Department more than any other builds unions from the ground up. The International will continue its strong support of that mission. The main priority in broadcast continues to be organizing and that will further stabilize the lives of working people during changes in corporate ownership and media consolidation. He thanked the Department for doing incredible and difficult work.

IATSE CANADIAN AFFAIRS REPORT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Peter DaPrato, Jason Vergnano and Krista Hurdon, Canadian Labour Congress Delegate Siobhan Vipond, Canadian Legal Counsel Ernie Schirru, District 11 member invitee and IATSE Local 56 President Henry Skerrett and District 12 member invitee and IATSE Local 168 Business Agent Ron Nazar reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Los Angeles, California (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Local Database Tracking

In order to get a better understanding of the status of Canadian Locals, the Canadian Office instituted a more formal local union information tracking program. Each International Representative has been assigned a number of Locals and are required to maintain pertinent information relating to that Local which is inputted and maintained in a central database. Information being tracked includes:

- the officers of the Local and the terms of their office;
- whether the Local is affiliated to the central labour council and/or provincial labour federation;

- Local committees and the chairs of those committees;

- whether the Local participated in various education and training courses sponsored by the International such as Continuing Organizing Membership Education Training (COMET), Why Unions Still Matter, Student Outreach and Officer Institute;

- listing of all Local collective agreements as well as other working agreements and their expiry dates; and

- listing of organizing targets

Organizing

International Representatives have been involved in forty-four organizing efforts involving twenty-five local unions. With the assistance of International Representatives and the International Defense Fund, the Canadian Office and Canadian Locals are typically well-armed to address any legal and strategic obstacles. The next step in developing an organizing culture amongst Canadian Locals is to pro-actively identify organizing targets and pro-actively reach out to these unrepresented workers. This initiative is gaining traction in part by working with Locals to identify organizing targets and then dedicating more resources, including staff time, on organizing. In the last six months, the Canadian Office also updated the ten provincial organizing manuals to reflect recent changes in applicable labour relations legislation.

Some of the notable organizing campaigns:

Local 58, Toronto – Stage

The Young People’s Theatre (YPT) is a Canadian producer of theatre for youth and Toronto’s oldest not-for-profit theatre company. It offers two performance spaces: the 460-seat Susan Douglas Rubes Theatre and the 115-seat Nathan Cohen Studio. Local 58 organized the stagehands in 2014. Earlier this year the Local was approached by the scenic carpenters working at YPT. The Local filed for certification in March 2018 and was certified in April 2018. The Local is now in the process of commencing bargaining for a first collective agreement.

The TIFF BELL Lightbox is the home of the Toronto International Film Festival as well as a five-storey structure that features five year-round operational cinemas, two restaurants, major exhibitions and galleries, a gift shop, rooftop terrace, and learning studios. Local B-173 represents over 100 front-of-house and box office employees and Local 58 represents the projectionists and revisers. Local 58 filed for certification seeking to

represent assistant booth managers at TIFF in February 2018 and was certified two weeks after filing. Local 58 is now close to securing a first agreement.

Local 63 Winnipeg – Mixed

In 2013, Local 63 was successful in securing a five-year contract to supply all technical crew for the newly-built Club Regent Casino, a state-of-the-art event and entertainment space operated by Manitoba Liquor and Lotteries. New purchasing policies required the Local to submit a formal proposal to maintain its access to this work, which the Local did with the assistance of International Representatives Hurdon and Brett as well as retired International Representative Barny Haines.

Local 828 Province of Ontario - Scenic Artists and Propmakers

Local 828 filed for certification of the scenic artists at the Young People’s Theatre on January 2018. After resolving a number of legal challenges, the Local was certified in March 2018. The International is assisting the Local bargain a first collective agreement.

The Shaw Festival is a large year-round repertory theatre featuring four different theatres and an annual audience of more than 250,000. Local 461 already represents stagehands, wardrobe, front-of-house, and maintenance staff at the Shaw. Local 828 had previously been certified to represent the scenic artists and painters and in March 2018 received certification of the prop builders. The Local is now in the process of negotiating a first collective agreement.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals. The Canadian Office has seen an increase in the assistance sought by Locals due to increased organizing by Canadian Locals and the challenges associated with negotiating a first collective agreement with a newly organized employer. In total, the Canadian Office is assisting in forty-one separate negotiations involving seventeen Locals. Some of the concluded assignments are:

Local 63 Winnipeg – Mixed

The Manitoba Theatre for Young People serves over 100,000 annually out of two performance venues: a 315-seat Main Stage and a smaller hall. With the assistance of Representative Jim Brett, the Local concluded a

three-year agreement with wage increases along with an increase in retirement contributions in year three. New language was also negotiated affecting job consideration, improves sick days entitlements and provides members with an additional statutory holiday.

The Manitoba Centennial Centre, owned and operated by the Provincial Government, is Winnipeg's 'A' house and has a seating capacity of 2,305. Local 63's agreement expired in August 2015 and the employer had been seeking major concessions. In March 2017, Bill 28, the Public Services Sustainability Act, was introduced by Manitoba's Conservative Government. It mandated that all public-sector agreements have 5-year terms, with the first two years subject to a wage freeze and a maximum 3.75% cumulative increase for the subsequent 3 years. On July 2017, twenty-eight unions, including Local 63, jointly initiated a legal challenge to the constitutionality of Bill 28. In the midst of this litigation, the Local was able to reach a renewal collective agreement without prejudicing the legal challenge. The renewal agreement provides for wage increases and the Local maintained the terms and conditions previously negotiated.

The Prairie Theatre Exchange is both a theatre and actors' training facility in Winnipeg that features multiple spaces, including the 323-seat Main Stage theatre and the 100-seat Colin Jackson Studio Theatre. The International assisted Local 63 in bargaining its casual employee agreement after successfully bargaining an agreement for the full-time positions in 2017. Highlights of the casual employee agreement includes standard wage increases in each year of the agreement, improved conditions, the recognition of two additional holidays and a new increase for health contributions.

Local 63 had serviced the 1475-seat Pantages Playhouse for years but did not have a collective agreement with the venue. The Local continues to work to finalize and ratify a collective agreement.

Local 210 Edmonton - Stage

The 480-seat Maclab Centre for the Performing Arts is located in the City of Leduc, which is located about forty-five minutes outside of Edmonton. Local 210 certified the venue in 2014 and was successful in reaching a first contract in August of 2015. The Local has secured a renewal collective agreement with the Performing Arts Society. Highlights of the renewal agreement include work guarantees, wage increase and travel pay for employees.

Local 295 Regina/Moose Jaw – Mixed

The Globe Theatre has two stages: a 406-seat theatre-in-the-round Main Stage and a 100-seat black box space. With the assistance of the International, Local 295 ratified a new three-year agreement. Highlights of the agreement include: wage increases in each of the three years of the agreement, the addition of an assistant head of department wage rate, the elimination of an entry level rate contributions for local training, five days paid leave for victims of interpersonal violence and the extension of the Local's jurisdiction.

Local 828 Province of Ontario - Scenic Artists and Propmakers

Soulpepper is Toronto's largest not-for-profit theatre company and operates the Young Centre for the Performing Arts in the Distillery District in downtown Toronto. With the assistance of the International, the Local negotiated and ratified a three-year agreement, with annual wage increases.

Local B-173 Toronto/Hamilton – Theatre Employees – Special Departments

Representative Peter DaPrato assisted the Local in bargaining a four-year renewal agreement with TIFF for a large bargaining unit of 70 front-of-house members. Highlights of the renewal agreement include wage rate increases.

The International was also able to assist the Local in bargaining a renewal agreement for its maintenance bargaining unit working at the Toronto Centre for the Arts, securing wage increases, an expansion of work jurisdiction and introduction of language ensuring employees will receive the higher wage rate when working longer than two hours in classifications with a higher wage rate.

As previously reported, Local B-173 was successful in securing bargaining rights for the Sony Centre for the Performing Arts, the St. Lawrence Centre for the Arts and the Toronto Centre for the Art following the City of Toronto's decision to merge management of the three venues under one Board of Directors. The International assisted the Local in harmonizing the original three collective agreements into one as required by legislation in January 2018 and continues to assist the Local in dealing with transitional issues as they arise.

Activism

Vice President Lewis highlighted some of the recent activism successes in Canada including:

- CLC Lobby Day
- Film Day
- Pride Parades (separate report)
- Toronto Trans March
- Women's Day March
- College Teacher's Picket Line
- Day of Mourning
- Every Plate Full (separate report)
- AFC
- Parliament Appearance
- Residency
- Copyright
- FairPlay Canada (separate report)
- Montreal #metoo march
- Good jobs for all EI Working Group
- Behind the Red Carpet (separate report)
- Alberta Workers Health Centre – Work Plays Schools Program

Student Outreach

The Canadian Office continues its student outreach efforts and has expanded its success in getting a number of Locals representing theatrical crafts to jointly present at various colleges and universities. Initiated by Local 828 member Richard Mongiat and Representative Hurdon, the IATSE Student Forum introduces theatre students to the IATSE and all of its crafts, affording them an informal opportunity to interact with Local leaders and ask questions. Locals 58, 129, 822, 828, and B-173 as well as Local 873 (due to the number of crafts that overlap in theatre and film) have willingly participated in the Forum in addition to International Representatives. The group has now presented at George Brown College, Sheridan College, Ryerson University and Humber College. In addition, for the first time, the IATSE did student outreach at the elementary level at Rawlinson Community School.

Local Engagement

Local 467 Thunder Bay - Stage

International Representative Vergnano reached out to Local 467 as part of the Canadian Office's Local engagement initiative. Upon doing so, the International was able to provide the Local with assistance in resolving a work jurisdiction dispute the Local was facing with its main employer, the 1,500-seat Thunder Bay Community Auditorium and the City of Thunder Bay.

Local 58 Toronto – Stage

Local 58 has been locked-out by one of the Local's major employers, the Board of Governors of Exhibition Place, a 197 acre and multi-access point City of Toronto owned venue, following unsuccessful negotiations for a renewal agreement. Exhibition Place is home to several venues within its perimeter, including BMO Field, the Coca Cola Coliseum, the BioSteel Centre, Medieval Times, the Better Living Centre and Eneicare Centre to name a few. Local 58 members have been very active picketing and on social media. The Canadian Office and the International's Communications Department are assisting Local 58. Local 58 has received a considerable amount of support on the picket line and through social media from IATSE Locals, 129, 357, 411, 461, 471, 667, 822, 873, 924, and B-173. Members from American Locals that have come to Toronto as part of touring productions playing other venues have also shown their support by walking the picket line with Local 58 when free from work.

Comet Training

The Canadian Office continues to offer COMET courses to any Local that requests it. In April 2018, Local 471 - Ottawa hosted a COMET course at the National Arts Centre in Ottawa. This was the largest Canadian COMET course to date with twenty-seven attendees. Recognizing the importance of initiating new members into the larger picture of trade unionism, the Local made the course mandatory for all apprentices and new members. Local 461 - St. Catharines, Ontario, is scheduled to host a COMET course in August 2018.

Harassment Prevention Initiatives

The IATSE has been an active participant in the three committees established by Canadian national film industry stakeholders to deal with workplace harassment in the entertainment industry. A Canadian Creative Industries Code of Conduct with thirty-three signatory groups, including the IATSE, was published in March 2018 in conjunction with International Women's Day. The IATSE paid for a French translation of this Code of Conduct. In June 2018, a website, readthecode.ca was launched making the Code of Conduct available in both

official languages. Groups from the Live Performing Arts Industry focused on addressing workplace harassment have since become signatory to the Code of Conduct. The IATSE is also participating in an Education and Training Working Group and a Reporting Mechanism Working Group also aimed at addressing workplace harassment.

National Benefit Plans

Canadian Entertainment Industry Retirement Plan

The Canadian Entertainment Industry Plan (CEIRP) continues to grow at an unprecedented rate and continues to offer additional services to our members. CEIRP now has assets in excess of \$509 million with 22,305 participants currently enrolled from the IATSE, Directors Guild of Canada, Entertainment Partners Canada Inc. and Actsafe Safety Association.

Following amendments to Federal Government policies, CEIRP has developed, tested and is now rolling out a new electronic enrolment package which will allow members to enroll in the CEIRP far quicker, save hundreds of hours of administrative work and also enable IATSE members' money to start working for them much sooner than before.

IATSE Canadian National Health Plan

The Canadian National Health Plan (CNHP) currently has twenty-three participating groups (20 Locals, 2 staff plans and one non-IATSE plan) with quotes for two additional groups to join the CNHP in the near future. The CNHP is approaching \$36 million in annual premiums. In July 2018, the CNHP finalized a renewal premium increase of just 1.7%.

The benefits of having IATSE Locals pool their resources has not only translated into low premiums but has also afforded participating groups the ability to address legal and legislative developments through the sharing of legal opinions and costs. For example, the 2018 Canadian Federal Budget announced the elimination of traditional health and welfare trusts in favour of employee life and health trusts (ELHT). While many of the CNHP groups are already ELHTs, those that are not must transition their plans by the end of 2019. Legal counsel for the CNHP, Roberto Tomassini at Koskie Minsky, is assisting Locals in addressing compliance issues as they make the transition to the new ELHT rules. This ELHT file led to the IATSE joining MEBCO, a not-for-profit group that represents Canadian multi-employer health and pension plans.

Established in 1992, MEBCO has a cumulative membership of over 1 million Canadian workers and families. It assists the IATSE to advocate on behalf of multi-employer plans before administrative tribunals, provincial and federal governments and their agencies. In the recent CRA changes regarding health trusts, MEBCO has played a key role in making submissions to the federal government that represent the specific challenges for multi-employer trusts.

Focus on Local 822 Toronto - Theatre Wardrobe, Make-Up Artists & Hair Stylists

Vice President Lewis concluded the report by highlighting recent efforts of Local 822 – Toronto in the areas of education and training of permits in their journey to membership. Granted its charter in 1950 with seven wardrobe attendants, Local 822 (Theatrical Wardrobe) merged with what was then Local 800 (Makeup Artists and Hairstylists) in 2003 and is now more than 130 members strong. Local 822 holds collective agreements with most of the major venues in Toronto including the Sony Centre for Performing Arts, the Toronto Centre for the Arts, the Royal Alexandra Theatre, the Princess of Wales Theatre, the Four Seasons Centre for the Arts, Roy Thomson Hall, Massey Hall and the Scotia Bank Centre (formerly the Air Canada Centre).

The Local has also recently developed a permit handbook which sets out expectations, backstage etiquette, terminology, and safety links - including IATSE Safety Hotline. The Local has recently completed makeup, hair and footwear courses for permit workers and has created a more formal process for evaluating permits. As a smaller Local, they are to be commended for demonstrating that no matter your size, it is always possible to do things that better the lives of your members and permits.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and especially activism is particularly commendable.

IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, East Coast Associate Counsel Adrian Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie Schirru provided the General Executive Board with the report of the Legal Department.

Counsel Schirru provided a summary of the Ontario Human Rights Tribunal's interim decision which dealt with an employee's challenge to his employer's refusal to

provide employees over the age of 65 years with the same benefits made available to employees under the age of 65 years. Counsel Schirru then highlighted a number of the legal issues expected to arise in Canadian workplaces following the legalization of recreational cannabis consumption in October 2018.

General Counsel Dulaney and Associate Counsels Healy and White provided a summary of the current status of the judiciary in the United States, highlighting a number of recent decisions adverse to the interests of organized labor, including the Supreme Court's decision in *Janus*. The import of the upcoming mid-term elections and upcoming judicial and board appointments by the Trump administration was also discussed.

President Loeb thanked the Legal Department for its work. In doing so, President Loeb underscored the importance of all members exercising their right to vote and encouraged members to support candidates that are aligned with the interests of organized labor.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Affairs Department Director Erika Dinkel-Smith and Assistant Department Director Corey Sims updated the Board on the work of the Department since the last General Executive Board meeting.

Assistant Director Sims began the report by updating the Board on various matters.

Labor Action Network

The Labor Action Network (LAN) is a grassroots tool meant to assist Locals with greater political engagement and allow for leaders to hone in on membership in various ways. The Department provides trainings through a webinar format and have trained more than forty Local leaders this cycle so far on this tool. The trainings consist of pulling membership lists, identifying unregistered members, analyzing voter participation, and how Locals can use that information to better serve the needs of their Local in the political arena. The Department will continue to provide trainings on a rolling basis.

Resource Development

Janus Materials

The Department recently compiled and sent out to Districts an IA specific toolkit meant to inform members of what the *Janus v. AFSCME* case entailed, how “right

to work” is bad for workers, and what they can do in response to the decision that was made. By outlawing “fair share fees” in the public sector, the *Janus* decision will negatively impact not only the resources of public sector unions to conduct daily business, but also the political power of workers by depriving worker-friendly candidates of campaign funds.

PAC Resources for Locals

The Department has compiled a one-page resource guide for members detailing what the PAC is, how the money is collected and spent, and what the uses of that money are. The Department hopes this guide will provide local union coordinators and PAC activists with the tools needed to discuss the PAC with members. The Department has also created a quarterly PAC newsletter that will be sent out digitally through the Action Network to members currently contributing to the PAC.

Voter Registration

The AFL-CIO asked all affiliates to increase voter-registration figures by 5%. Sims reported that the IATSE has met the 5% goal through constant engagement at the Districts, providing voter registration materials to the Locals, and through the aforementioned LAN trainings.

MO Release Staff

Sims reported that the IATSE provided release staff to Missouri to work on Proposition A to repeal the state's “right to work” law. Those efforts contributed to the successful passage of Proposition A.

Task Force Participation

The IATSE Political and Legislative Department currently sits on numerous committees, helping to ensure that the Union's issues and concerns are on their agenda. Sims reported on the various activities of those committees.

The Department of Professional Employees met with Director Cissna of the U.S. Citizenship and Immigration Service to discuss the ongoing challenges of the O-Visa program and the fraud that continues to plague the procedural process. Along with Motion Picture and Television Department Assistant Director Dan Mahoney, the Department attended a recent meeting to express concerns with the process.

In tandem with the International's participation in the O-Visa task force, the IATSE sits on the immigration task force which discusses how the labor movement responds

to workplace raids by ICE, immigrant detention, child-family separations, and the deportation of community members.

The Department has also assisted in formulating a strategy surrounding the nomination of Judge Brett Kavanaugh to the Supreme Court. Kavanaugh has a track record of favoring corporations over working families, and of greater concern shown little respect for OSHA standards and workplace safety issues. The Department has met with the staffs of Senators Bill Nelson, Heidi Heitkamp, and Claire McCaskill, in conjunction with other unions, to express concerns over his horrendous record.

The Department is also working to ensure that copyright enforcement issues are addressed during the NAFTA renegotiation process.

Medicare-for-All

The IATSE has signed onto a letter in support of Medicare-for-All, a program meant to guarantee healthcare as a right, not a privilege, to every American in all fifty states and territories. The Affordable Care Act was a mere stepping stone in resolving America's healthcare crisis. The IATSE has maintained that no person should go without healthcare in the richest nation in the world. It is working on this issue with the National Nurses Union and a coalition of union and non-union partners.

IATSE hosted fundraisers

Linda Sanchez Fundraiser

In this election cycle, the IA hosted its first fundraiser for Representative Linda Sanchez who has been a strong ally of the IA and has worked tirelessly on the Union's issues. President Loeb was in attendance along with twenty-five representatives from other AFL-CIO affiliates. The event raised \$78,000 for Sanchez's re-election bid – a \$16,000 increase from the previous IA fundraiser held for Congresswoman Sanchez.

Upcoming Fundraisers

The Department is working with the Union's partners in California on a fundraiser for Katie Hill, the Democratic challenger to current Representative Steve Knight in California's 25th Congressional District. The Department is also coordinating with the IBEW to organize a fundraiser for Tim Greimel who is running for office in Michigan's 11th Congressional District.

Trainings

IATSE Trainings

Sims reported that he participated in the IATSE Training Trust Fund's Train-the-Trainer program in Atlanta, as well as the IATSE Officer Institute 1.0 training, which was also held in Atlanta.

Zone Lead Training

Sims also participated in the AFL-CIO Zone Lead Training in St. Louis, Missouri. The training was multifaceted and encompassed various outreach tools, engagement processes, worksite conversation techniques, and general voter engagement actions that IATSE members can participate in with their local CLCs, state feds, and state AFL programs in tiered states for the election cycle. The goal is to take the training structure and replicate it when visiting Locals to provide structure for their own political programs. While in Missouri, Sims met with Local 6 Business Agent Joseph Ruddand, who attended the St. Louis Labor Federation meeting.

Department Director Dinkel-Smith then reported on various other activities of the Department.

Legislative Activities

National Endowment for the Arts

Director Dinkel-Smith discussed the Department's efforts in fighting the Trump Administration's repeated attempts to cut the National Endowment for the Arts (NEA), the National Endowment for the Humanities (NEH) and the Corporation for Public Broadcasting (CPB). In cooperation with the Department of Professional Employees, the IATSE launched another lobbying effort to "Save the NEA". IATSE members and other DPE affiliates delivered a unique message about the jobs and economic opportunities the NEA brings to a community due to NEA funding. Dinkel-Smith thanked Local One and Local 764 for sending representatives to assist with lobbying efforts. The effort paid off as the budget that passed the House Appropriations Committee included full funding for the NEA, NEH and CPB.

The fight did not end there, however. In July, on a procedural vote through the Rules Committee, Representative Glen Grothman attached an amendment to cut the NEA by 15% (or \$23,250,000). The Department noticed this early morning amendment and encouraged members to call their Representatives to oppose the Grothman amendment as it was to be voted on the following day (within 24 hours). IATSE members responded

and Dinkel-Smith received numerous responses from members of Congress indicating that they would oppose the amendment. In the end, the amendment was voted down by a 2-1 margin.

Net Neutrality

The 2018 legislative session has also seen a dismantling of the Obama-era Federal Communications Commission Net Neutrality regulations. The FCC voted to discontinue the Net Neutrality regulations in favor of a legislative fix. However, in the current climate, establishing a legislative policy with common consensus is more difficult than anticipated. There have been several attempts to push through the same Obama-era regulatory devices and while the Senate has been receptive, the House is completely stalled. Fortunately, it appears there is bipartisan support for a solution. This past June, Republican Congressman Coffman previewed a Net Neutrality bill which expanded upon the Obama-era regulation and answers many of the IA's concerns.

The Coffman bill would prohibit broadband internet access service providers from blocking or throttling lawful content or applications, and also ban paid prioritization of the changing of interexchange fees. However, and thankfully, it specifically protects efforts to ban unlawful copyright infringement. While this bill would be the answer to much of the IATSE's concerns, it is unlikely to come to fruition in this session of Congress.

NAFTA

The Department has been closely monitoring the on-going renegotiations of the North American Free Trade Agreement, with the aim of ensuring the protection of IATSE members' intellectual property rights. In cooperation with the AFL-CIO Trade Task Force, the Department will continue to lobby members of Congress to put pressure on the United States Trade Representative (USTR) to oppose bad copyright law. As a next step, the Department will be looking to coordinate a specific and specialized briefing from the USTR for a number of the DPE affiliates with a vested interest in ISP policy.

Political Activism

Dinkel-Smith then discussed the Department's political activism activities since the last Board meeting. The Department has coordinated with the IATSE Communications Department, the AFL-CIO, and the DPE a range of issues. The Department has connected with IATSE members almost 62,000 times regarding the Union's political and legislative agenda to encourage

political activism. Overall, IATSE members are more engaged than ever in their political process.

To help support local unions efforts to engage their members, the Department has expanded its initial experiment for direct local union coordinator (LUC) outreach. In 2016, the Department initiated monthly political conference calls for all interested LUCs in District 3 to provide support, resources and a direct line of communication with the IA Political Department. This year, the Department has expanded this direct communication to include the LUC in District 3 and District 1. These conference calls will cover topics such as persuasion tactics and the process creating an internal member to member phone bank. So far, the response has been positive and LUCs are already expanding their program to include additional activism.

2018 Elections

The upcoming 2018 U.S. midterm elections will prove a critical year for labor candidates to win elections. The year has already seen a number of Democratic candidates challenging incumbents on the right and left who have not seen a challenger in years, sometimes decades. The new wave of candidates could also bring forth a more diverse Congress; there are more women and people of color running than ever before. Get out the vote efforts will be vital. The Democrats could gain anywhere from 20-68 seats in Congress.

The IATSE is poised to become an influential entity in seeing many of these candidates win their elections. There are 23 GOP held seats in districts which were won by Hillary Clinton in 2016. Of those 23 seats, 12 overlap with the IATSE geopolitical strengths and there is a total of 18 Congressional seats likely to flip that have significant IATSE strength and density.

In particular, the Department is paying special attention to Katie Hill running in CA-25, Anthony Brindisi running in NY-22, Anthony Delgado running in NY-19, Harley Rouda running in CA-48, Mikie Sherrill running NJ-11, and Brenden Kelly running in IL-12. As Corey indicated, we will be helping to organize labor fundraisers for Katie Hill and Anthony Brindisi.

PAC Requests

The Department asks Locals wishing to request PAC funds for their targeted candidates to submit a letter to the IATSE. The Department has a sample letter available for Locals to utilize for this process.

Department Update

The IATSE has rented space in the AFL-CIO Headquarters in Washington, D.C. for the Department to open an office. Dinkel-Smith invited anyone visiting Washington to pay the Department a visit.

The IATSE has also hired a new Assistant Director – Corey Sims. Corey came to the IATSE from the Communication Workers of America where he pioneered new data methodology and techniques.

The Department was also saddened by the retirement of former International Vice President and Department Director Walter Cahill. Dinkel-Smith expressed a personal debt of gratitude to Walter for having taken her under his wing and introducing her to the IA family.

President Loeb thanked the Department for its report, remarking that the Department has been effective in getting out the Union's message and inspiring action among its members. The PAC, voter registration, and get-out-the-vote efforts are of vital importance. Finally, President Loeb extended his thanks to retired Vice President Walter Cahill for his work with the Department.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, Joanne M. Sanders, International Trustee Patricia A. White and International Representative Brian Lawlor presented to the Board a report on the IATSE National Benefit Funds.

For the first six months of 2018, on a cash basis, 2018 receipts were 8.5% higher than the same period in 2017. Motion picture production employment continues to account for more than 50% of the contribution receipts. The balance is comprised of all contributions from other industries, including trade show, road shows, box office, sports broadcasting, and amusement parks.

Net assets of the Funds have reached approximately \$1.8 billion as of June 30, 2018. Compared to total net assets of slightly more than \$1.0 billion as of December 31, 2013, asset levels have increased 62.3% in that period. Comparing year-end 2017 through the first six months of 2018, the net assets of the Funds have increased 1.6%.

As of July 1, 2018, the IATSE National Health & Welfare Fund provides health coverage to 47,266 lives in one of its eight different Plan options. This represents an increase of 35% since 2014.

The IATSE Annuity Fund has over 78,000 active accounts with retirement account balances in individual, self-directed accounts and continues to approach the \$1.0 billion mark.

The IATSE National Pension Fund provides retirement benefits to 2,600 pensioners and approximately 22,000 active working members and inactive vested participants who will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C.

Updated Summary Plan Description booklets are being written for Health & Welfare Plans A and C and for Pension Plans B and C. The Fund Office continues to target the third quarter of 2018 for the distribution of these new booklets and to have them available on the Funds website.

The Fund Office has reorganized its participant services center to direct calls to specialists. The first few months of this year have shown a much-improved increase in answering calls more quickly and more efficiently. Response time to Annuity Fund withdrawal applications and pension estimate requests has improved with the addition of dedicated staff members for those processes.

Finally, the long process towards a completely new computer system has begun. A vendor has been selected and the contract is being finalized. This will be a years-long process, but it must commence now in order that the systems will be ready to meet the future challenges that growth and changing technology will bring.

President Loeb thanked those reporting and remarked that the overall growth of the Funds during the noted 5-year period is significant. The Union will continue to service our members with these benefits.

IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John R. Ford, Craig P. Carlson, Political & Legislative Affairs Department Director Erika Dinkel-Smith and Assistant Director Corey Sims updated the General Executive Board on the status of the IATSE-PAC since the last Board meeting.

For the period January 1, 2018 to June 30, 2018, the IATSE-PAC received \$98,855.11 in contributions and made disbursements of \$134,405.09.

There were four significant one-time contributions which made up slightly more than one quarter of the contribution amounts. These were \$12,500 from Local 2; \$2,200 from Local 21; \$2,060 from Local 751's raffle; and, \$9,787 from District Convention events.

There are presently 1,032 monthly credit card and payroll contributors from 140 different local unions, and those contributions amounted to just over \$72,000 during the first half of 2018.

A total of \$132,000 was contributed to fifty-nine different campaigns by the IATSE-PAC, a further \$90,000 was contributed by the IATSE Federal Free Speech PAC to five different campaigns, and the State and Local PAC contributed \$2,500 to one campaign.

Director Dinkel-Smith stated that the Political & Legislative Affairs Department is available to assist any and all Locals with their PAC efforts. She specifically thanked Locals 2, 16, 161, 600, 631, 800, and 839 for their efforts in contributing to the IATSE-PAC.

President Loeb expressed his thanks for the report and emphasized the importance of raising money so that the Union can participate in politics. He thanked Local 764 for their annual quilt raffle which benefits the PAC. Local 764 raised \$2,200 during the GEB; the raffle is ongoing until October. President Loeb specifically thanked Local 2, which has 614 members—approximately one half of one percent of the U.S. membership yet contributes \$80,000 annually to the PAC each year.

IATSE/ROUNABOUT THEATER PARTNERSHIP

International Trustee and Director of Education and Training Patricia A. White and IATSE Education Outreach Coordinator Jennifer Halpern reported on our IATSE student outreach partnership with Education at Roundabout. They were joined by guests from the Roundabout Theatre's Education Program and the Theatrical Workforce Development Program (TWDP) Jennifer DiBella, Director of Education, Roundabout Theatre Company Karen Loftus, Education Program Manager, Roundabout Theatrical Workforce Development Program Local 764 Mentor Shannon Koger, Local One Mentor Eileen MacDonald Theatrical Workforce Development Program Fellow Leslie Recinos, Cristina Cocadiz, Training Coordinator, Roundabout Theatrical Workforce Development Program Local One Mentors Mike Caffrey and Chet Green TWDP Fellows Miguel Cespedes, Rachell Marcellino and Najiyah Jones.

The IATSE partners with Education at Roundabout Theatre on two innovative initiatives that reach out to the New York City public school populations.

“Hidden Career Path Days” concluded its sixth year this Spring. This program for New York City high school students raises awareness about careers in technical

theatre and possible pathways to pursue those careers and educates students about the IATSE and unions. Students rounded out the fall sessions in Stagecraft, Electricians, and Sound with sessions on careers in Wardrobe, Hair and Makeup, and Front of House. After IATSE member-volunteers teach interactive mini-lessons in their craft, such as wig prep, quick changes, and ticket taker responsibilities, to name a few, the lesson continues with tours of Broadway houses such as the Gershwin, American Airlines, Broadhurst, New Amsterdam, Minskoff, and Lyric Theatres. Director White expressed thanks to Local 798 Secretary-Treasurer John “Jack” Curtin, Local 798 Vice President Angela Johnson, Local 751 President Lawrence Paone, Local 306 President John Seid, and Local 764 Secretary-Treasurer Martha Smith for recruiting their members to volunteer and for participating themselves by leading lessons and tours. Of course, thanks go to every member who graciously volunteers their time, some year after year.

Raising awareness about backstage career possibilities is only a first step, and in 2016 the IATSE expanded the Roundabout partnership to include a post-high school program to keep young people moving on the path to good jobs.

The Theatrical Workforce Development Program aims to break down barriers that prevent young adults from joining the industry, create tangible pathways for economically disadvantaged students into satisfying and sustainable careers, cultivate a more diverse technical theatre workforce, and empower a diverse new generation of theatre professionals.

A multi-tiered application and interview process screens for resilient, self-motivated participants aged 18-24 with a passion and aptitude for technical theatre. They must also show an ability to work non-traditional hours and handle a freelance career. Twenty fellows are selected for the three-year program.

The first year of the program is based at Roundabout Theatre Company and lays a solid foundation for safety, workforce readiness, and technical skills through classroom and hands-on training, and on-site industry visits.

At the end of the first year of the program, fellows are placed in two-month long summer internships with participating employment partners. They receive a living wage and retention support services throughout their internships.

The students also learn what it means to be part of a union and are assigned an IATSE mentor. Mentors are the vital link to the industry for these aspiring theater

technicians, who do not have degrees in technical theatre or other connections to our industry.

The mentor's role is to help the fellow forge a successful path to a career backstage, act as a role model, and provide general encouragement on life challenges through meetings and activities. Mentors provide informal guidance around workplace skills, support in locating and accessing industry resources, and assistance building a professional network.

This vital component of the program helps the fellows make a successful transition from training to professional theatre work.

During the second year of the program, fellows are placed as entry level technicians with (non-union, non-profit) employment partner theatres, shops, and other industry related businesses who have added new positions to their employment rosters to participate in the program.

In the third and final year of the program, fellows enter full time into the technical theatre workforce on their own. To ensure a smooth and successful transition from student to professional, fellows continue to receive support, training, and mentorship. Every one of them is working toward the eventual goal of becoming an IATSE member.

Each year, a new cohort of up to twenty fellows begin the program. Starting this fall, the program will serve about forty-five fellows simultaneously.

The first cohort of twelve TWDP fellows have completed their second year of the program and are currently are all working entry-level jobs at non-union Roundabout employment partner theatres and shops.

The fifteen fellows of the second cohort have concluded their first year of training and are currently all placed in summer internships with employment partners.

The third cohort of fellows was selected and begins the program this fall.

Various Theatrical Workforce Development fellows and their mentors spoke briefly about their experience as part of this program. Theatrical Workforce Development Program Manager Karen Loftus and Roundabout Theatre Company Director of Education Jennifer DiBella thanked President Loeb for the IATSE's support.

Vice President Claffey expressed his appreciation to Director White and Coordinator Halpern. He stated that he is extremely proud of all of the Local One members who volunteer in these programs. He expressed pride in Local One's involvement.

President Loeb described these collaborations as a total success story. He recalled the evolution of the programs. He remarked that these collaborations with Roundabout are conducive to hope, aspirations and dreams of the student participants.

President Loeb confirmed that inclusion and diversity are achievable goals and the collaborations with Roundabout benefit all parties involved. Stating that the International will not miss these and similar opportunities, he reaffirmed the IATSE's joint effort with the Roundabout. He expressed his deep appreciation to all members and local unions who support these initiatives.

IATSE WOMEN'S COMMITTEE

Updating the Board on their activities since the GEB meeting in Los Angeles earlier this year were Committee Chair and International Vice President Joanne M. Sanders and International Vice President Colleen A. Glynn, International Trustee Patricia A. White, Broadcast Director Sandra England, International Representative Stasia Savage, Shirley Berling of Local 769, and Rachel Stanley of Local 892.

Since the last GEB, the Women's Committee has seen the rise of the number of Local and District Women's Committees across the country. Currently, in the US, there are 4 District and 16 Local committees. In Canada, there are 11 Locals participating in 8 committees.

Each of the Districts was tasked with including a Women's Committee event during its 2018 convention. The following are examples of some of the recent activities based on reports received:

Districts 1 and 2 held discussion-driven networking events focusing on the issues identified by participants. District 1 also determined that due its geographic expanse, the women from the District would be best served by co-chairs, who were chosen during the meeting.

District 3 organized its event around the video from the Women's Committee event held at the 2017 Quadrennial Convention.

District 4 used #MeToo and other current events to define its theme and direct its discussion.

District 9 hosted a dinner the evening before its Convention. As follow up, Locals 476 and 769 decided to combine their efforts into one committee.

Canadian Districts 11 and 12 will be holding a combined event in mid-September at the Canadian Convention.

District 14 will hold a reception for women when it meets in late August.

The Committee reported that on Monday evening, August 6, 2018 the Committee hosted a reception at the General Society of Mechanics and Tradesmen of the City of New York. Roberta Reardon, New York Labor Commissioner, was guest speaker, inspiring the attendees with her personal story and applauding the IA for its involvement in the community and the greater labor movement. As with past events, this one was supported by funding from the International. Additional in-kind or financial support was provided generously by the following Locals: 1, 44, 52, 100, 161, 306, 600, 700, 705, 706, 729, 751, 764, 798, 800, 871, 891, 892, ATPAM and USA829.

This was the largest event the Committee has hosted to date, with more than two hundred women in attendance. For each event, the Committee chooses a local charity to support and encourages attendees to make contributions. The New York City local unions which planned this event were applauded, specifically noting the work of Cecilia Friederichs, National Business Manager Local USA829 and Eileen MacDonald, Trustee of Local One/Chair of the Local One Sisters Committee for their tireless work in preparation for the New York GEB. For this event, the designated charity was Girl Be Heard, a 501(C)(3) in NYC which provides at-risk youth with a haven to develop skills in theatre and the arts. Three young women from the program performed compelling spoken word vignettes. The Committee raised nearly \$5,000 for the organization.

On Tuesday afternoon, the Committee held its semiannual meeting. Nearly thirty women were in attendance. The Committee reviewed the strategic plan and identified activities for the next few months. Members were urged to engage in their election programs to ensure that Labor's voice is heard in the midterms at the city, state, and federal levels. They were encouraged to attend the Education session at this Board meeting to learn how they can get involved in federal, state and local political activities. Other activities discussed included:

Soliciting artwork for a new scarf design. Flyers were available at the registration table this week. A flyer is also posted on the Women's Committee FB page. All entries are due September 30, 2018, by electronic submission to connection@iatse.net. Once a new design is chosen, the scarves will be available for sale at the IA online store.

Tracking Local and District Women's committees by developing a check box to be added to Local profiles on the IA database indicating whether the Local has established a committee.

Developing Social Media campaigns throughout the year around significant dates to keep members engaged and to promote women-centered commemorations such as August 26, 2018—marking the passage of the 20th Amendment—and March 8—International Women's Day, Women's History Month, etc.

President Loeb was especially pleased to learn of the standing-room-only attendance at the IWC event in New York, observing that those who want to join the IWC and participate in its events at the International and Local levels will always be welcome. He commended the Committee for extending their outreach to local charities in the cities/communities where the IWC holds their events. On behalf of the Board, President Loeb expressed their appreciation to and continued support of the Committee.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Matthew Cain, Assistant Director of Stagecraft Joseph Hartnett, Representatives Jason Vergnano, Allison Smartt, and Communications Coordinator Jonas Loeb reported to the General Executive Board on the activities of the Young Workers Committee since the last meeting.

The Committee is fully focused on planning the 2018 Young Workers Conference, which will be held in September in Silver Spring, Maryland. The applications to the Conference reflect the Union's growing diversity. Virtually all crafts are represented, from stagehands and studio mechanics to amusement employees and motion picture operators. Geographically, applicants hail from Hawaii, Montreal, Atlanta, Winnipeg, and everywhere in between. Women make up more than 40% of all applicants. All one hundred of the available conference spaces have filled up, and applicants are beginning to populate a waitlist.

This Conference will be a way for Young Workers to connect and network, and to strengthen ties among local unions. In addition to teaching attendees about the history of the Union and their place in it, the Conference will focus on political engagement before the upcoming midterm elections, and skill-building sessions that will prepare members to talk to people in their local union and their community about important political issues. Attendees will also be treated to addresses from both President Loeb and from Charlotte, North Carolina City Council Member at-large Braxton Winston, a member of Local 322.

On the Local level, Young Worker Committees have been busy this year.

The Young Workers of the Art Directors Guild Local 800 co-sponsored and organized a bowling event for all of the Los Angeles-area entertainment Locals, to build connections across crafts. The Local 800 Young Workers also helped sort canned goods for the Letter Carriers Food Drive.

In Las Vegas, the Young Workers of Local 720 have focused on internal organizing, especially on strengthening new members' connections with the Union. They teach at new hire orientations and have a buddy system for new referents, to make new members feel welcome. They have begun hosting movie nights in the back yard of their union hall, to invite other young members into the Local. They even hosted an event during the District 2 Convention, and teamed up with Young Workers Committees from other Locals across the District to provide a welcoming space for anyone attending the meetings.

Young Workers from Local 927 hosted a welcome reception for members attending the International's Officer Institutes in Atlanta in May, two Young Workers from Local 927 attended the Officer Institute 1.0 in Atlanta. Young Workers at the Local are spearheading a number of organizing projects.

In New York, Local 52's Young Workers Committee supported and helped staff the Local's Community Outreach Program's monthly 1st Saturday charity events, cleaning up neighborhoods and distributing food donations around the city. They engaged in activism as well, joining the Young Workers Committee from Local 600 to help organize the Alliance's participation in the New York City Pride March.

This is only a small sampling of the incredible work being done by Young Workers Committees across the IATSE. YWCs are encouraged to reach out to ywc@iatse.net to submit stories about volunteer work they have done or to ask for support to build a Committee.

President Loeb thanked the Committee for their report and expressed his appreciation for the Committee's work. The Committee has become a total success, guiding new members and showing leadership. It is important to have strong, young, trade unionists who understand what their union is all about.

LYNDA.COM

International Trustee and Director of Education and Training Patricia A. White, IATSE Training Trust Fund Executive Director Elizabeth Campos and IATSE Education Outreach Coordinator Jennifer Halpern reported on Lynda.com.

This August marks the end of the third year that the IATSE has partnered with Lynda.com to offer premium annual Lynda.com subscriptions at a significant discount to all IATSE members enrolled through their local unions. The most important announcement regarding this program is that it will continue for a fourth year but will be administered through the IATSE Training Trust Fund and will be free to active IATSE members and all workers covered by IATSE Collective Bargaining Agreements. Year Four subscriptions begin September 1, 2018 and end August 31, 2019.

On September 1, 2018, current active Lynda.com subscriptions for IATSE members in good standing will be automatically renewed. There is no need for those members to take any action, their Lynda.com accounts will simply continue uninterrupted into Year Four and remain active until August 31, 2019.

All IATSE members in good standing not previously subscribed through the IATSE for a discounted subscription can enroll directly through the IATSE Training Trust Fund on September 1st for a free annual premium subscription.

Local union Staff who are not IATSE members and are not otherwise eligible for the free subscriptions through the IATSE Training Trust Fund will be able to purchase \$25 Lynda.com subscriptions through their local union via the Training Trust Fund.

All local unions with members currently subscribed to Lynda.com through the IATSE will be contacted by the Training Trust Fund with information about how their members can apply for the free subscriptions.

Lynda.com users with active Year Three 2017-18 Subscriptions will be contacted by the Training Trust Fund informing them that their accounts will be automatically renewed for Year Four 2018-19 subscriptions.

Enrollment is ongoing throughout the subscription period and applications and information can be found on the IATSE Training Trust Fund website, at <https://www.iatsetrainingtrust.org/lynda/>.

Approximately 5,000 members are currently enrolled this year in Lynda.com and use it to learn new skills, stay current with technologies, and remain competitive in their chosen craft.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

Vice Presidents Michael F. Miller, Jr., Thom Davis, and John Ford, along with other MPIPHP Directors

Ed Brown, Scott Bernard, Patric Abaravich, Colleen Donahue, Cathy Repola, Rebecca Rhine, and Tommy Cole reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

The combined value of Plan assets, as of December 31, 2017, is approximately \$9.5 billion. The Pension Plan held \$3.8 billion in assets, followed by the IAP with \$4.6 billion. The Active and Retiree Health Plans held \$1.1 billion and \$83 million, respectively. As of May 31, 2018, the MPI Pension investment returns for 2018 were flat. The MPIPHP assumed rate of return is now 7.5%, lowered from 8% on recommendation of the Plan actuaries.

Vice President Miller and the Directors also reviewed the MPIPHP asset allocation and its impact on the benefit funds at all points in a market cycle. The MPIPHP currently uses a conservative allocation strategy with significant investments that are not correlated to traditional stocks and bonds. This strategy maximizes portfolio diversity and furnishes downside protection to the fund in the event of a market decline or economic downturn.

Vice President Miller reported that the combined hours into the MPIPHP in 2017 were 97 million, which is roughly 2 million more hours than 2016, exceeding the Plan's assumptions. Year-to-date totals through June are consistent with continued growth, and are 3% above the first half of 2017. Employer hourly contributions of \$379 million through May are up by \$26 million from the same period last year. Residual receipts into the MPIPHP in 2017 totaled \$444 million. Through May of this year, residual receipts are trending above 2017 levels by \$14 million.

Vice President Miller then read from a letter from the Motion Picture Plan actuaries, detailing the status of the Motion Picture Industry Pension Plan. According to the Plan actuaries, the Pension Plan will be fully funded by 2032. In order for the Pension Plan to lose its safe status under federal law, it would have to have a negative net investment return of 18% for 2018, 2019, and 2020.

In the recent Basic Agreement negotiations, the parties agreed to increase the annual residual projection to \$430 million. The 2017 receipts exceeded that number and are trending favorably this year. Historically, the fourth quarter is the best performing quarter for residuals. This funding stream must be watched very closely, as viewing habits, distribution methods, and home video markets continue to evolve. Based on the amount of content being licensed to secondary markets, which is driving an increase in receipts, the residual assumptions appear to be conservative.

The Active Health Plan has over 50,000 participants and more than 104,000 covered lives, with an average annualized cost of \$12,000 per eligible participant. Active Health Plan costs continue to trend above last year but below projections. The Retiree Plan consists of more than 14,000 eligible participants and 22,000 covered lives with an annualized cost of \$8,700 per participant. Similar to the Active Plan, costs in the Retiree Plan are trending above the same period in 2017, but below projections. There are currently over 18,000 retirees and beneficiaries receiving pension benefits.

The MPIPHP reported that, as of May 31, 2018, the reserve levels were at 20.3 months in the Active Plan and 9.7 months in the Retiree Plan through May 31, 2018. Current projections indicate that reserve levels will be at 17.5 months in the Active Plan and 11.1 months in the Retiree Plan as of December 31, 2018. At year end, the reserve levels in both Plans will exceed the amounts necessary to trigger the 13th and 14th checks, which will be paid in 2018 pending ratification of the Basic Agreement.

In January of this year, the Retiree Plan switched to an Express Scripts Medicare Part D Prescription drug program. This program will provide significant savings to the MPIPHP due primarily to incentives and rebates that pharmaceutical companies are required to provide through Medicare that are not otherwise available to the MPIPHP. The Directors of the MPI worked closely with Express Scripts to create a plan that mirrors the current Express Scripts prescription drug plan as much as possible. This complicated benefit change was implemented very well and resulted in minimal disruption to the participants.

In July, the MPIPHP changed its retiree health plan to the Anthem Medicare Preferred (PPO) Medical Plan in place of Anthem Blue Cross. This Medicare PPO medical plan is a comprehensive health plan designed to provide expanded covered benefits compared to the prior Anthem plan. It includes Medicare Part A, hospital benefits and Part B, doctor and outpatient care benefits, as well as other benefits not offered by original Medicare. Additionally, Medicare eligible retirees will enjoy the freedom to see any provider who accepts Medicare – doctors, specialists and hospitals – without a referral. This change did not affect any retiree dental, vision, or pharmacy coverage. This transition, while complicated, was implemented after months of exhaustive planning by the staff at MPIPHP.

President Loeb thanked the Directors for their report and their work, and emphasized the importance of these benefits to the 130,000 active and retired participants and their families who receive their health care and pensions

through MPIPHP. The healthcare struggle in the U.S. continues to place the burden of providing quality healthcare and viable pensions on the IATSE. President Loeb reiterated that during the recent Basic Agreement negotiations, focus was placed on efforts to increase funding to the MPIPHP in order to secure the Plans. The Basic Agreement tentative agreement will result in over \$153 million dollars in new employer contributions, with no reductions in benefits or increases in participant premiums or out-of-pocket costs. Finally, President Loeb emphasized that the Plan actuaries project that the Pension Plan will remain in the green zone, and be fully funded in short order.

NETFLIX LLC AND BRONZE PRODUCTIONS

International Vice President and Director of Canadian Affairs John Lewis, International Representative Jason Vergnano, IATSE Local 667 Business Agent David Rumley and IATSE Local 667 Business Manager Christian Lemay reported to the General Executive Board on the status of litigation between AQTIS and Netflix in Quebec.

In June 2018, Netflix commenced production on a feature film under the provisional title “Murder Mystery.” Netflix is an American Independent producer and the budget of “Murder Mystery” exceeded \$35 million placing it squarely in the IATSE Sector 4 jurisdiction contemplated by Quebec legislation. Locals 514 and 667 concluded negotiations with Netflix’s head office in Los Angeles and contracts were signed months prior to the start of shooting and there appeared to be no questions whatsoever as to the appropriate sector.

AQTIS gave notice of its challenge to IATSE’s jurisdiction over this production, claiming it was a domestic production falling under Sector 1, and therefore within the jurisdiction of AQTIS. The basis of the AQTIS claim is that the producer is in fact Bronze Productions Inc., a Canadian company created by Netflix Studios LLC to assist with production of “Murder Mystery.” Netflix’s position, which is being supported by the IATSE as well as the Director’s Guild of Canada, is that Bronze Productions is simply a Canadian vehicle created for the express purpose of assisting with Netflix’s operations in Canada and that all production costs and labour relations are borne by the Netflix USA parent company. Arbitration hearing dates have been set for September 2018.

Despite all the unwanted drama surrounding “Murder Mystery,” IATSE crews have remained professional, providing the quality, skilled craftsmanship expected from an IATSE crew. “Murder Mystery” shooting has been a success without any disruptions, and Netflix management

has expressed their appreciation for the support they are receiving from the IATSE.

President Loeb confirmed that the IATSE will continue to support the position of Netflix in this dispute and that the IATSE will not stand by idle when the work properly being performed by IATSE members is being wrongfully claimed by another union.

ORGANIZING DATABASE

International Trustee Carlos Cota, and International Representatives Krista Hurdon, Steven Kaplan, Fran O’Hern, and Allison Smartt, reported about their efforts to create a useful, modern digital organizing database.

Earlier in 2018, representatives started working to design a new organizing database to supplement the function of the International’s current digital membership system. Representative Smartt noted that following the 68th Convention theme of Growth=Strength representatives from Stagecraft, Tradeshow, Broadcast, Motion Picture and Television, and Canadian Affairs recognized the need for a new tool to build up the International’s organizing momentum. Representatives from each Department worked with IT Administrator Jimmy Rainey to understand better how non-union employers and workplaces are tracked and what features of a digital database would best serve their organizing efforts.

The International currently utilizes digital authorization for representation cards that are built into the International’s existing, secure finance system, which was created and managed by the International’s IT provider. The new database will be an expansion of our existing Organizing tab on the finance system, which means many of those using the new organizing database will be familiar with its layout and function. However, the new database will add new ways to search for data and upload relevant organizing information. It will serve as a single collection point for information and a digital location to track the progress of an organizing effort from start to finish. The database will show the unit members that have been active in past organizing efforts. The IA’s staff will have the capacity to cross-reference between organizing drives and departments. Staff can create and better record events within each organizing drive, like meetings. It will allow directed communications to targeted lists of invitees and provide better integration with Representatives’ preferred email systems. Representative Smartt noted that workers in our crafts are increasingly interconnected and having tools that reflect this interconnectivity will help us grow stronger. Those reporting thanked President Loeb for his

openness to new ideas and willingness to develop modern tools for the work they are doing on behalf the Alliance.

President Loeb acknowledged the vision and creativity that has gone into the planning for the organizing database. It will make the Alliance better equipped to continue its growth through new organizing and we will continue to devote the necessary resources to do so.

POLITICAL AFFAIRS – CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

Ontario Election

In June 2018, Ontario held its Provincial election. There was a major backlash against the incumbent Liberals going into the election. It was the Conservatives' election to lose. Ontario's three contenders for Premier were Doug Ford for the Conservatives, the incumbent Kathleen Wynne for the Liberals, and long-time New Democratic Party (NDP) leader Andrea Horwath. It seemed that labour's traditional party, the NDP, might have its first real shot to govern Ontario in twenty-three years. IATSE started to work with the Ontario Locals on messaging for an email to members.

On June 7, 2018, the Conservative Party, led by Doug Ford, won a majority government with 76 of the 124 seats in the legislature. The New Democratic Party, led by Andrea Horwath, formed the Official Opposition with 40 seats. The Liberal Party, led by incumbent Premier Kathleen Wynne, dropped from 55 seats down to 7. Without at least 8 seats, this result meant the Liberals lost official party status and recorded both the worst result in the party's 161-year history and the worst result for any incumbent governing party in Ontario. Also, noteworthy – for the first time in their history, the Green Party of Ontario won a seat.

As the largest province, what happens in Ontario tends to have an impact on what happens in the other provinces. In light of these election results, IATSE and its organized labour allies will continue working to fight any regressive legislation coming out of the majority Conservative government.

Residency Guidelines

The documents acceptable for proof of Canadian residency, in order for production companies working

in Canada to obtain both provincial and federal tax breaks, have been the subject of collective agreement negotiations in all major Canadian television and film production centres for many cycles. Historically, the Canada Revenue Agency (CRA) has never issued a definitive list of “accepted” documents. In the spring of 2018, however, CRA issued such a list. This list differs from the documents identified in many of the IATSE collective agreements, so Locals are working with the employer groups to provide clear direction to members in advance of negotiated penalties for failure to provide proof of residency, which apply as of October 1, 2018.

British Columbia Labour Law Review

The British Columbia (BC) Provincial Government has undertaken reviews of their Employment Standards Act and of their Labour Code. This spring, the IATSE made submissions to both panels, seeking amendments allowing automatic certification, shortening the timeline if a vote is still required, and removing the exemption on overtime pay for employees in the animation and visual effects sectors. The outcome of these reviews is expected in the fall.

National Lobby Day

The third annual National Lobby Day, organized by the Canadian Labour Congress (CLC), was held in Ottawa on February 6, 2018. With 323 participants representing unions from all across the country, it was the largest turnout ever. International Representatives Peter DaPrato, Jason Vergnano, and Hurdon were assigned to attend on behalf of the International. CLC Delegate Siobhan Vipond was also in attendance, along with representatives from Locals 210, 514, 634, 667, 822, 849, 856, 873, and 924. The IATSE contingent lobbied government officials on issues like Pay Equity, Pensions, Employment Insurance reform, and labour's largest issue right now – the establishment of a national pharmacare program. Labour's voice is starting to be heard. On February 27, 2018, as part of the 2018 Federal Budget, the federal government announced that it would be creating an Advisory Council on the Implementation of National Pharmacare, and appointed Ontario's then-Health Minister, Dr. Eric Hoskins, as Chair. On June 20, 2018, the six council members were announced. It is a diverse and experienced council, and even includes Canada's first female Indigenous surgeon. In further support of organized labour's pharmacare lobby, the IATSE Canadian Office sent out a petition in support of the concept of National Pharmacare to every Canadian IATSE member in July 2018 encouraging them to sign it.

Behind the Red Carpet

On February 7, 2018, the Motion Picture Association - Canada (MPAC) held its inaugural “Behind the Red Carpet” event on Parliament Hill in Ottawa, Ontario. The event allows politicians to see the kinds of jobs that are created by the film industry, and what a strong economic driver motion picture production is. International Representatives DaPrato and Hurdon worked with the Locals and the MPAC to coordinate the IATSE’s contribution, which included among other things a booth as well as drones and an interactive camera display that allowed Members of Parliament, Senators, and senior staffers to try their hand at pulling focus while someone approached. A special thank you goes out to Christian Lemay, Quebec Business Manager of Local 667, who was instrumental in organizing all of the camera equipment which came from Le Club Kelvin in Montreal and was operated by Local 667 members.

Copyright Law Review

Canada’s Copyright Modernization Act contains a clause that mandates a review of the legislation every five years. The federal government is in the middle of that review now. In January 2018, Vice President Lewis and International Representative Hurdon went to Ottawa to lobby the federal government to strengthen copyright protections and to also support the FairPlay Coalition’s proposals to the Canadian Radio and Television Commission on internet piracy (which is covered in a separate report). In June 2018, Vice President Lewis also appeared as a witness before the Federal Government’s Standing Committee on Industry, Science, and Technology. The IATSE also followed up these attendances with written submissions. It is expected that the Federal Government’s review will conclude later this year and will hopefully result in strengthened copyright laws and increased protection for IATSE jobs.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach.

PSAV - ALJ

International Vice President Joanne M. Sanders reported to the Board about legal proceedings involving PSAV in Washington State. Vice President Sanders noted that in December 2015, Local 15 was certified by the National Labor Relations Board (NLRB) as the collective-bargaining representative of PSAV technicians and employees in Seattle, Bellevue, Tukwila, and Tacoma, Washington.

PSAV resisted by filing a request for review of the certification decision with the NLRB in Washington, D.C. In May 2016, the NLRB denied the request for review. However, during the period following certification, Local 15 also filed unfair labor practice (ULP) charges against PSAV for failure to recognize and bargain with the Union. In June 2016, the parties held their first bargaining session, but negotiations stalled and the Local filed further ULP charges in October 2016, which were later modified in January 2017. In May 2017, the NLRB General Counsel issued a complaint against PSAV based on the pending ULP charges. PSAV denied all allegations. In August 2017, the case was heard in Seattle before an NLRB Administrative Law Judge (ALJ).

While PSAV’s dispute was going on in Seattle, Local 8 in Philadelphia was also concluding an organizing campaign with a similar PSAV bargaining unit. At a captive audience meeting the day before the Local 8 election, PSAV CEO McIlwain stated that things were going badly in Seattle and implied that the stalemate in Seattle should serve as a warning to Philadelphia workers that they should vote no in the Local 8 election. This formed the basis, in part, for the ALJ’s ultimate ruling that PSAV violated the law as alleged and ordered it to cease and desist from failing and refusing to bargain in good faith with Local 15.

PSAV was further ordered to take affirmative action to remedy its conduct, including bargain with the Union on request, provide the Union with certain company financial information, read an NLRB notice aloud to employees during work time, and post the notice at its locations in Washington. In summary, the ALJ found that PSAV’s bad faith was amply demonstrated by the totality of its conduct throughout negotiations. Specifically, PSAV negotiated with a predetermined rigid resolve not to budge from its initial position. It maintained throughout, its original, unchanged positions as to the key economic provisions involving wages and benefits. And as noted, PSAV CEO, McIlwain’s statements to Philadelphia employees were further evidence of its bad faith.

Because the ALJ found PSAV to be a “recidivist violator of the Act,” he enlarged the Union’s post-certification protection to ensure employees fairly have the right to negotiate a first contract. Local 15’s certification would begin when PSAV finally provided the Union with requested information and began the bargaining process anew. PSAV filed exceptions to the ALJ’s ruling on June 1, 2018, and the other parties have responded. It is expected that several more months from now, a final ruling will follow by the NLRB.

President Loeb found PSAV’s conduct reprehensible and unbelievable. He expressed his view that the strong

language used by the ALJ was appropriate to describe the circumstances and thanked Vice President Sanders for her report.

ROCK LITITZ

International Vice President Michael Barnes, Assistant Director of Stagecraft D. Joseph Hartnett and International Representative Daniel Little reported on Lititz, Pennsylvania. Lititz is located approximately ninety miles west of Philadelphia, bordered to the west by Harrisburg Local 98 and to the North by Reading Local 97. Locals 200 Allentown, Local 8 Philadelphia and Local 82 Wilkes Barre are also in the surrounding vicinity.

Initially located in Lititz were three major theatrical shops. Tait Towers, Claire Brothers and Atomic Lighting. In September of 2014, the three companies with six additional investors opened the first phase of Rock Lititz, a planned \$100 million campus.

The agreement between the International and Tri State Staging covering the Rehearsal Hall at Rock Lititz and various locations in Philadelphia expired in September 30, 2017. The crew through their self-appointed bargaining committee submitted a number of proposals that were successfully bargained into a new three-year agreement which was ratified by the General Executive Board.

As a result of any investigation pursuant to the International Constitution a request for a charter for stagehands working at Rock Lititz and its supporting companies has been submitted with the required signatures along with over one hundred applications for membership in the newly chartered Local, Local 501.

The jurisdiction of the charter includes the Rock Lititz campus. This jurisdiction limits the impact on existing charters and covers companies located on the campus.

Theatrical companies within this proposed jurisdiction include: 4 Wall Entertainment, Atomic Lighting, Bom Bom, Clair Global, Clair Brothers, Clair Solutions, CM Entertainment Technology, Control Freak Systems, Custom Audio Electronics, Cybermotion, Jerry Harvey Audio, Mojo Barriers, Olympic Case, Opus Films, Pyrotek, Quaker Storage, Road Radios, Rock It Cargo, StageCo, Stray, Tait, Tour Supply Company, Upstage Video, Yamaha.

On June 22nd, Vice President Barnes, Assistant Director Hartnett and Representative Little attended a meeting of stagehands working at the Rock Lititz Complex in Lititz, Pennsylvania. An overview of the IATSE was

given at the meeting using the presentation developed by the IA through the Education Department. The presentation was adapted to be geared to the workforce at Lititz. Town hall meetings and training seminars are being scheduled to answer questions and continue the process of establishing Local 501.

President Loeb remarked that Local 501 has tremendous opportunity and potential in Rock Lititz. He reminded Locals that they have an obligation to and they must organize unrepresented workers in their jurisdictions. If there are any performing arts/entertainment spaces in any jurisdictions and the workers are not union, local unions should be contacting those workers.

President Loeb acknowledged the tireless efforts of Vice President Barnes as well as Assistant Director Hartnett and Representative Little, highlighting Rock Lititz as a “great example of organizing.”

SEXUAL HARASSMENT COMMISSION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. reported to the Board on the establishment and progress of the Commission to Eliminate Sexual Harassment and Advance Equality in the Workplace. The Commission was formed late last year by the major stakeholders in the motion picture and television industry. The formation of this Commission was spurred on by the multitude of sexual abuse scandals in the industry. Lucasfilm President Kathleen Kennedy spearheaded the effort. The Commission is to be chaired by Anita Hill. Ms. Hill is currently a Professor of Social Policy, Law and Women’s Studies at Brandeis University.

The Commission will be focusing on issues related to sexual harassment, power disparity, equity and fairness, safety, reporting and training, as well as research and data collection.

The Commission itself consists of Union Leaders— President Loeb is a Commissioner— studio heads, agencies, the AMPTP, the AMPAS, and others. The member entities are funding this venture.

Vice President Miller is a delegate to the Commission and has agreed to serve on the committee to assist in the crafting of governance bylaws and principals. Operations are in the process of being established. Incorporating, office space, IT, phones, additional infrastructure issues are being addressed. Meetings were held in April and again in July. Member organizations have committed to five years of funding, including a \$250,000 outlay from the IATSE. The initial startup budget for the organization is

in the \$5 million range.

Vice President Miller reported that at the most recent delegates meeting, presentations were made by two companies regarding reporting mechanisms that use technology to provide a safe and efficient structure for reporting harassment and abuse. These are being considered as an industry wide approach to reporting.

Vice President Miller presented Anita Hill with the Local 871 Pay Equity Study as part of the equity component of the Commission's mission. This will be added to the agenda and included in the work of the group.

Future meeting of both delegates and Commissioners have been scheduled and Vice President Miller will update the Board at future meetings.

President Loeb thanked Vice President Miller for his report and his work on the Commission. President Loeb reiterated that the IATSE is committed to taking an active role on the Commission.

UN COMMISSION ON THE STATUS OF WOMEN

Canadian Labour Congress Delegate Siobhan Vipond represented the International at the 62nd Session of the United Nations Commission on the Status of Women which was held in New York City. The Canadian labour delegation was fifty-five unionists strong and led by Marie Clarke Walker, Secretary Treasurer of the CLC and Vicky Smallman, Director of Women's and Human Rights, CLC.

Established in 1946, the UN Commission on the Status of Women (CSW) is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. The CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

This year's annual session had over 4,000 participants attending 600 side events and 400 parallel events in and around the UN. Delegate Vipond presented at the CLC's parallel event #DoneWaiting (co-hosted with Native Women's Association of Canada and YWCA Canada) on "Just Transition with a Feminist Lens: Alberta's Coal Transition." The Alberta Minister for the Status of Women and her chief of staff attended the presentation and made themselves available after the session to discuss various issues including childcare, public education, pensions and government spending.

In addition to Labour Caucus meetings and the

Canadian Reception hosted by the Canadian Embassy, Delegate Vipond attended various side and parallel events including:

- Parliamentary Meeting at the 62nd session on the Status of Women: Parliaments deliver for rural women and girls by Inter-Parliamentary Union
- Investing in rural workers for the economic participation of rural women and girls by Ireland, World Health Organization, International Labour Organization and UN Women
- Making Trade Agreements Work for Rural Women by United Nations Conference on Trade and Development and the Asian Pacific Forum on Women, Law and Development
- Opportunities and Instruments for Promoting the Employability of Rural Women by Hungary
- Core Issues of the Women and Media Agenda by Mexico, Portugal, United Nations Educational Scientific and Cultural Organization and Global Alliance on Media And Gender
- Rights, roles and realities – Nordic strategies for gender equality by The Nordic Council of Ministers
- Access of women to sexual and reproductive health: Impact on the acceleration of demographic transition by Burkina Faso
- #MeToo – Now What? Women in the media: from outcry to action by Norway, UN Women and the Guardian

Special attention was paid by the trade union delegation to language around equal pay, access to education, references to decent work, rights at work including the freedom of association.

The AFL-CIO Women's Global Leadership program is held in conjunction with the UNCSW and Vice President Joanne Sanders was in attendance. Delegate Vipond addressed the AFL-CIO Global Leadership program to speak about Just Transition in Alberta. She recounted that opportunity as a great experience to discuss this and other issues with leaders and decisionmakers in a room of fifty union sisters.

Delegate Vipond stressed the importance of the International's participation in the UNCSW, noting the constant pressure on member states to weaken language around women's rights. She observed that trade unionists are in a unique position to speak up for all women workers. The agreed-upon conclusions and the work of the CLC

shapes the discussion around what needs to be done to reach full equality for women and girls in the United States, Canada and around the world.

Delegate Vipond expressed her sincere appreciation to President Loeb for his support, as well as Vice President and Director of Canadian Affairs John Lewis. Of President Loeb, she remarked, “the leadership you have shown by recognizing the place women have in the IA and the work needed to ensure equality for all members are greatly appreciated.”

Vice President Sanders noted that Delegate Vipond’s presentation as part of the CLC’s parallel events “was phenomenal and well-received”. President Loeb thanked Delegate Vipond for her very able representation of the Alliance in Calgary, Alberta as Secretary-Treasurer of its labour federation and on the International stage.

UNI WORLD CONGRESS

International Vice President and Director of Canadian Affairs John M. Lewis and Communications Department Director Matthew Cain reported to the General Executive Board on recent initiatives of UNI and UNI-MEI, and their attendance, along with President Loeb, at the UNI World Congress held in Liverpool, England.

Vice President Lewis explained that UNI Global Union, based in Nyon, Switzerland, represents more than 20 million workers from over 900 trade unions. Through its Sector Global Unions, UNI represents workers in a number of sectors including Media, Entertainment and the Arts. The IATSE continues to be an affiliate and strong supporter of UNI and UNI-MEI.

The UNI World Congress was recently held in Liverpool, England and attended by over 2,000 delegates representing 110 countries. President Loeb, Vice President Lewis, and Director Cain attended the Congress. The theme of the Congress was “Making it Happen” and there were numerous inspirational stories showing progress being made in regions throughout the globe. Examples of these successes include: UNI has negotiated fifty-three global framework agreements with companies to allow workers the right to organize in countries like Indonesia, Colombia, Palestine, Korea, Poland and others where workers have few resources and face legal obstacles to organizing; UNI has established two organizing centres, one in Central Europe and one in Colombia, which aim to find, train, and employ young workers who will then offer expertise and experience on campaigns started by locals unions; UNI is supporting the union movement in the Middle East and North Africa as they win the fight for democracy, freedom,

and justice; UNI is working with unions throughout South America where it is realizing gains in breaking the cycle of violence against trade unionists and creating a safe environment for trade union work; UNI is one of founders of the Bangladesh Accord, a binding and enforceable agreement which protects garment workers in Bangladesh from the unacceptable dangers of fire and building hazards. Almost 100 brands and retailers have now signed the Accord and more than 2 million workers work in factories covered by the Accord where tens-of-thousands of serious safety hazards have been abated. When brand signatories failed to comply with the Accord, UNI led the effort to bring cases to arbitration and then negotiated settlements totalling nearly \$3 million. A second Accord went into effect in June 2018.

The Congress saw the retirement of its founder and General Secretary Philip Jennings. He was replaced by Christy Hoffman, an attorney whose experience includes working with the International Brotherhood of Teamsters and the Service Employees International Union. President Loeb was also unanimously re-elected as a vice president of UNI-MEI and UNI Global Union World Executive Board. President Loeb’s portfolio includes responsibility for the sector group which deals with the special concerns of unions and similar associations whose members are engaged in mass media, entertainment, and the arts.

Toronto has been named the host city for the 2022 UNI Global Congress. The IATSE is one of the organizations helping to organize the event. In October 2018, Toronto will also host the meeting of UNI-MEI executives. The main focus of the meeting will be on global efforts to fight digital theft.

President Loeb thanked Vice President Lewis and Director Cain for their report, and stated that the IATSE’s participation in UNI continues to be an important initiative because it allows the IATSE an opportunity to build relationships and global allies with shared views. He confirmed his commitment to bringing issues important to the IATSE to the UNI table to ensure the organization’s initiatives remain relevant to the IATSE.

VSTAR

Assistant Stagecraft Department Director Joseph Hartnett reported on his assignment with International Representative Stasia Savage to renegotiate the Pink Contract with VStar. VStar is a live entertainment production company that produces touring children’s shows such as “Paw Patrol” in competition with Feld/Disney on Ice. The IA’s new collective bargaining

agreement contains significant improvements. Several contract changes have incorporated standard terms that appear in other, more favorable contracts. Crew housing costs are now paid entirely by the company, substantial wage increases, all work calls and rehearsals are now fairly compensated. Other changes included meal period improvements and annuity increases. Assistant Director Hartnett thanked crew members Megan Kraft and Ryan Church for their assistance during negotiations. Representative Savage expressed her view that this very productive negotiation resulted in an attractive contract for the members. President Loeb noted that the company is now prospering and successful under new ownership. He agreed that this is a significant contract and thanked those reporting for their work.

LOCAL NO. 18, MILWAUKEE-WAUKESHA

Re: Milwaukee Bucks

On January 26, 2018, Local 18 requested the assistance of the International in connection with several organizing projects in Milwaukee. President Loeb assigned Vice President Craig Carlson to assist. Vice President Carlson updated the Board on the campaign, reporting that he is utilizing all available resources at his disposal including public relations, media, political/governmental, as well as relationships with the AFL-CIO and other state and local labor bodies.

President Loeb assured Vice President Carlson that Local 18 would have the support of the International in its fight to uphold the area standards for stage and arena employment in the Local's jurisdiction. He thanked Vice President Carlson for his comprehensive and tireless campaign on behalf of Local 18.

LOCAL NO. 129, HAMILTON, ON

Re: F&D Scenic, Great Lakes Agreement

International Vice President Damian Petti, IATSE Local 129 President Cindy Jennings and IATSE Local 129 Business Agent Gary Nolan provided the General Executive Board with an update on IATSE Local 129's efforts to secure a renewal collective agreement with Great Lakes Scenic Studios located in Burlington, Ontario.

Vice President Petti explained that Great Lakes Scenic Studios is affiliated with F & D Scene Changes located in Calgary, Alberta and together the two locations employ over one hundred IATSE members on a full-time basis and, on occasion, employ upwards of 350 members

at any given time. In recent years, the scene shops have grown and now operate globally on projects like museum displays, theme parks, Broadway sets, cruise ship sets and trade shows.

Vice President Petti confirmed that Local 129 reached a three-year renewal collective agreement with Great Lakes Scenic. Highlights include overall increases in wages in each of the three years of the agreement, increase in personal safety equipment allowances, new shift differential language, shift premium for hours worked between 10:00 p.m. and 6:00 a.m., the addition of language confirming an employee's right to certain paid and unpaid leaves and yearly employer contributions to the IATSE Training Trust. Vice President Petti concluded the report by recognizing the efforts of Local 129 President Jennings throughout the bargaining process.

President Loeb congratulated the Local on its success in securing a renewal agreement.

LOCAL No. 212, CALGARY, AB

Re: XA and/or Experience Ambassadors Ltd.

International Vice President Damian Petti and IATSE Local 212 Business Agent Ian Wilson provided the General Executive Board with an update on its application to certify XA and/or Experience Ambassadors Ltd. (XA).

Vice President Petti explained that Aurora Cannabis Ltd. (ACL) is a publicly traded cannabis distributor that launched a major public relations campaign in Canada designed to position ACL as one of the top Canadian suppliers of recreational cannabis. ACL's public relations campaign included a series of twenty free concerts in several Canadian cities entitled "Aurora Illuminated". ACL engaged XA, a non-union event staffing company, to provide stage crew for one of these ACL concert events scheduled to take place in July 2018 during the Calgary Stampede in Calgary, Alberta. XA was unable to fully staff the ACL concert. Local 212 reached out to XA to offer staffing assistance and ended up supplying 28 of the 29 available stage hand positions for the ACL concert.

President Loeb applauded Local 212's efforts to seize an opportunity to organize a key non-union staffing agency and encouraged other Locals to identify their own organizing targets.

LOCAL NO. 514, MONTREAL, QC

Re: Construction Agreements

International Vice President and Director of Canadian Affairs John Lewis and International Representative

Jason Vergnano provided the General Executive Board with an update on IATSE Local 514's efforts to negotiate renewal collective agreements covering film and television construction work in the Province of Quebec.

In March 2017, Assistant to the President Sean McGuire and International Representative Vergnano were assigned to assist IATSE Local 514 in negotiating renewal collective agreements with construction companies operating in Quebec, like Brochu Enterprises, FADA Inc., and Mordicus Concepts and Creations. Heading into these negotiations, the primary objective was to find creative solutions to manage the effect Quebec legislation regulating construction work had on the Local's relationship with its construction employers while also putting an end to a pattern of ever-increasing jurisdictional erosion through the use of non-IATSE labour.

Initial meetings with the employers were contentious, however, the Local stood firm in its resolve with Local 514 President Danny Matthews and Local 514 Business Manager Chris Bergeron taking the lead. A renewal agreement was first reached with Brochu that set out a process for hiring and the use of permit workers. Once the Brochu agreement was finalized, it served as a template that was substantially accepted by FADA and Mordicus. These members will see wage increases in their hourly rates in each year of the collective agreements in addition to increased employment opportunities flowing from the new contractual language that secures the Local's jurisdiction over construction work.

President Loeb congratulated Local 514 on reaching renewal agreements for its construction department membership and commended the Local for its resolve in taking steps to secure contractual language that protects the Local's work jurisdiction.

LOCAL NO. 917, ATLANTIC CITY, NJ

Re: Hard Rock Casino

International Vice President Michael Barnes, Local 917 President Barry Flemming and Business Agent-Treasurer Darrell Stark reported to the General Executive Board regarding Local 917 and their casino negotiations. The International has been assisting the Local with an organizing drive at the Hard Rock Casino, Atlantic City New Jersey which ended successfully. The Hard Rock Casino in Atlantic City opened June 28, 2018 replacing the Trump Taj Mahal Casino that had operated in that location since 1990.

Vice President Barnes reported that negotiations with the employer will begin in August.

Vice President Barnes thanked Vice President Daniel Di Tolla and Assistant Director of Stagecraft D. Joseph Hartnett for their timely assistance. He also mentioned that Local 917 Business Agent Daryl Stark worked tirelessly and used a sophisticated approach to track and document the card count process.

President Loeb congratulated everyone who made this organizing drive a success. He observed that Hard Rock and other employers continue to bet on Atlantic City which is encouraging for that community. He noted that union wages will at Hard Rock preserve the area standard the IATSE workers and indeed raise the bar for everyone in the gaming industry in Atlantic City.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 4:30 p.m. on Thursday, August 9, 2018.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

**SHERATON NEW YORK TIMES SQUARE
NEW YORK, NY
AUGUST 7, 2018**

Since the last meeting of the Defense Fund Committee in Los Angeles, CA on Jan. 30, 2018 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 7, Denver, CO, Denver Center Theater Company Organizing- Legal.....\$ 2,957.50

Local No. 56, Montreal, QC, Solotech Organizing - Legal.....301.81

Local No. 58, Toronto, ON, Toronto Int'l Film Festival Inc./ Audio Visual Services - Legal....1,501.14

Local No. 69, Memphis, TN, J & S Audio Visual RC Petition - Legal.....13,379.62

Local No. 122, San Diego, CA The Old Globe - NLRB - Legal1,275.00

Local No. 154, Ashland, OR, Oregon Shakespeare Festival - Legal.....2,940.75

Local No. 158, Fresno, CA, SMG Phantom of the Opera Grievance/Show Call Overtime Grievance- Legal.....12,930.50

Local No. 205, Austin, TX, Zach Organizing- Legal.....706.25

Local No. 262, Montreal, QC, Cineplex Entertainment /Colossus Laval/Ste-Foy - Legal17,683.53

Local No. 479, Atlanta, GA, ASA/Fox - Legal.....731.25

Local No. 709, St. John's, NL, Merger Local B-898 - Legal.....1,906.88

Local No. 731, Rapid City, SD, Local vs Rapid City Civic Center – Legal.....7,828.10

Local No. 757, Gross Pointe Woods, MI, Michigan Opera Theatre Negotiations - Legal2,139.60

Local No. 828, Province of Ontario, Shaw Festival/Young People's Theatre - Legal6,703.95

SUB TOTAL:\$ 72,985.88

INTERNATIONAL

IATSE - AXA Equitable, Intrepid Theatre, Life Briefly, Palace Sports & Entertainment, Weinstein Bankruptcy- Legal.....7,336.94

IATSE - AQTIS - Legal.....13,370.20

IATSE - Basic Agreement- Legal100,480.02

IATSE - Black Walnut, Misc. - Legal.....8,231.79

SUB TOTAL:\$ 129,418.95

LOBBYING AND CONSULTING

Thorsen French Advocacy60,000.00

SUB TOTAL:\$ 60,000.00

EDUCATION

LEAP Reimbursements to Locals/Officers ..20,422.51

Misc. Training/InfoComm/Instructors332,171.33

SUB TOTAL:.....\$ 352,593.84

GRAND TOTAL:..... \$ 614,998.67

Respectfully submitted by:
s/Matthew D. Loeb
s/Colleen A. Glynn
s/James J. Claffey, Jr.
s/John M. Lewis
s/Daniel Di Tolla

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD AT THE SHERATON
AUSTIN HOTEL AT THE CAPITOL
AUSTIN, TEXAS
FEBRUARY 4 - 8, 2019

CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, February 4, 2019 in the Capitol Ballrooms A-D of the Sheraton Austin Hotel at the Capitol, Austin, Texas.

ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB,
International President

JAMES B. WOOD,
General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR., Fourth Vice President
and Director of Motion Picture and Television
Production

DANIEL DI TOLLA, Fifth Vice President and
Director of Stagecraft

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President and
Director of Canadian Affairs

CRAIG P. CARLSON, Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER,
Tenth Vice President

COLLEEN A. GLYNN,
Eleventh Vice President

JAMES J. CLAFFEY, JR.,
Twelfth Vice President

JOANNE M. SANDERS,
Thirteenth Vice President and Director of
Tradeshows and Displays

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Director of Communications Matthew Cain; Director of Broadcast Sandra England; Political Director Erika Dinkel-Smith, Assistant Political Director Corey Sims; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Dan'l Cook, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, John Gorey, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Mark Kiracofe, Brian Lawlor, Daniel Little, Peter Marley, Rachel McLendon, Julia Neville, Fran O'Hern, Jeremy Salter, Stasia Savage, Joseph Short, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Staff members Leslie DePree, MaryAnn Kelly, Jonas Loeb, Asha Nandlal, Jimmy Rainey, Nate Richmond, Alejandra Tomais, and Wesley Vega.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 17, Louisville-Frankfort-Danville, KY; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 53, Springfield-Pittsfield, MA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 100, New York, NY; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-

Grapevine, TX; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 205, Austin, TX; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 229, Ft. Collins, CO/Cheyenne-Laramie, WY; 251, Madison-Columbia-Sauk County, WI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 353, Pt. Jervis-Sullivan County, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 461, St. Catherines-Welland-Niagara Falls, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 635, Winston-Salem-Lexington-Thomasville, NC; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; and B27, Cleveland, OH;

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 205, 484, 600, 700, 796, 800 and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Austin. On behalf of the Host Locals, International Representative and President of Local 484 Steve Belsky thanked the General Executive Board for the opportunity to host this meeting.

The Host Locals invited Texas AFL-CIO President Rick Levy as a guest speaker to welcome the Official Family at a breakfast Monday morning. He stated that historically Austin has been “a blueberry in a sea of tomato soup!” in its political situation, which has changed rapidly and dramatically. Due to their progressive organizing before the mid-term elections, they were able to flip twelve seats in their State House and two seats in

their State Senate. He hopes to have a Democrat carry Texas in the 2020 cycle.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

INTRODUCTIONS

President Loeb introduced the following new member of the Official Family:

*Jeremy Salter,
International Representative*

Jeremy Salter was the Executive Director at Union Savings where he had direct oversight of the day-to-day operations of the organization. In his role with Union Savings, Jeremy increased the membership size by over 250,000 and increased the revenue by over 85%. Prior to his work at Union Savings, Jeremy served as a Provincial Organizer at the Canadian Federation of Students, he worked as a Campaign Organizer on a local mayoral campaign and was Executive Director at the York Federation Students.

Jeremy is working within the Canadian Affairs Department and is based in Toronto, Ontario.

GENERAL EXECUTIVE BOARD MEETING MINUTES

**Mid-Summer Meeting –
August 6-10, 2018 –
New York, NY**

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in New York, New York, the week of August 6-10, 2018.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on various matters.

Local Union 2019 Supplies

The process of sending the 2019 supplies and membership cards to local unions began in late

November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2018 and had purchased the full number of per capita stamps for 2018.

As of the commencement of this General Executive Board meeting, all but 23 of our 367 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2109 supplies and membership cards.

Local unions that have not received their 2019 supplies should contact the General Office to determine which issues need to be resolved.

Audited Financial Statements

In only a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2019 year-end review and in keeping with past practice, the results will be published in the 3rd Quarter issue of the Official Bulletin.

The International continues to allocate substantial financial resources to organizing, training/education and servicing our local unions, but the continued growth of our membership has resulted in revenue in excess of budget projections. The number of membership applications processed in the General Office during 2018 was 10,067 which was approximately three hundred short of our historic record from 2017 but still the second largest number ever processed. The total membership of the Alliance now stands at 144,316 which compares to 111,656 in January 2009, an almost 30% increase in ten years. The local unions have clearly adopted the Growth = Strength theme of the last Convention.

2019 Budget Approval

As part of the General Secretary-Treasurer's Report, the General Executive Board was asked to approve salary increases for all employees for calendar year 2019 by the same percentage as salary increases approved by the delegates at the 2017 International Convention. This is in keeping with historic practices.

The Board was also asked to approve a further 3.0% of 2019 salaries to be allocated for new hires, bonuses and merit increases.

In other Finance Department News,

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. During 2018, royalty

payments totaling just over \$130,000 were received.

2. Approximately three years ago the International made it possible for ACT members to pay their dues by credit card in addition to checks. The amount of usage of credit cards has steadily increased and now stands at 83% of dues payments.
3. The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular service and \$450 for a "rush" request, which must be processed within forty-eight hours. During 2018 just over \$1.2 million in fees were collected.
4. Once or twice a year the International does an email blast to all members who do not presently receive the Official Bulletin in electronic format. A blast was sent after the Third Quarter issue and within the email is the electronic version of the Official Bulletin in order that members can immediately see the advantageous of receiving it in that format. This past campaign netted an increase in electronic subscriptions of 5,368 and brings the total of members now receiving it in that format to almost 23,000.
5. Finally, in yet another demonstration of the growth of the Alliance, the International received for the first time two checks that were in excess of \$1.0 million for per capita payments. First, Local 479 broke the record for largest check received when prior to Christmas they submitted a check for just over \$1.0 million dollars for per capita stamps then early in the New Year in the spirit of friendly competition, Local 891 shattered that record by submitting a check in the amount of just over \$1.8 million.

President Loeb commended General Secretary-Treasurer Wood and his entire staff for their hard work and professionalism. The General Executive Board unanimously accepted the report.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2018 through September 30, 2018 to the General Executive Board. Trustee White reported that the Trustees met in the General Office in New York City from November 13-15, 2018 and reviewed the books, records, financial accounts and required governmental filings of the International and found them to be in order. President Loeb thanked the Trustees for their work.

**APPEARANCE:
LOCAL NO. 58, TORONTO, ON**

Re: Exhibition Place

IATSE Local 58 President Justin Antheunis and Local 58 Business Agent Nelson Robinson provided the General Executive Board with an update on the Local's bargaining for a renewal agreement with the Board of Governors of Exhibition Place (ExPlace) and the conclusion of an over four month lock-out.

Antheunis explained that Exhibition Place is a 192 acre site located in downtown Toronto which is home to the Enercare Centre, the largest convention hall in Canada with over 1 million square feet of space, the Beanfield Centre, a 100,000 square foot meeting and convention hall, Hotel X, the Toronto Event Centre, the Liberty Grand event space, BMO Field, a 30,000 seat stadium, Coca Cola Coliseum, a 10,000 seat arena, as well as the only Medieval Times castle under an IATSE contract. It also hosts the Canadian National Exhibition every year over the entire site. Exhibition Place is consistently one of Local 58's largest employers contributing more than \$5 million in wages per year.

Local 58 has been representing workers at ExPlace since the 1930's. Over the years, the Local has generally enjoyed a fairly decent relationship with ExPlace. In the past decade, as political views at City Hall have shifted to the right, the Local's relationship with ExPlace has become strained. The Local's collective agreement with ExPlace expired in December 2017. The parties began bargaining for a renewal agreement in early 2018. At the outset, it became clear that ExPlace was seeking significant changes to the terms and conditions in the collective agreement including the elimination of major portions of the Local's craft jurisdiction. The Local vigorously resisted ExPlace's attempts to contract out the Local's work to non-union workers. A Ministry of Labour conciliator was appointed to assist the parties in bargaining but to no avail. In July 2018, the parties were in a legal position to either commence a lawful strike or lock-out. On July 20, 2018 ExPlace locked out Local 58.

With support of President Loeb, the Canadian Department, the Tradeshow Department and the Communications Department of the International which provided the Local with assistance in its messaging with the media, the general public and city politicians. IATSE Locals from all over North America as well as a number of other trade unions in Toronto rallied behind Local 58 to support the Local 58 members walking the picket line as well. Antheunis made special note of the Local's gratitude for President Loeb's attendance at one of the three rallies held at City Hall in support of the Local.

As the lock-out lingered, the Local began a messaging strategy aimed at getting ExPlace back to the bargaining table. With the help of the Tradeshow Department and International Vice President Sanders, International Vice President Claffey and Local One, Local 58 began to leaflet Hotel X on ExPlace grounds and its sister hotels in New York City. In addition, led by General Secretary-Treasurer James B. Wood, Vice President Colleen Glynn and Education and Training Department Director Patricia A. White, all of the attendees at the Officer's Institute held in Toronto joined Local 58 members in picketing at the Toronto Mayor's election campaign office.

In November 2018, after two fifteen hour days followed by a marathon twenty-three hour bargaining session, the Local reached a tentative renewal agreement with ExPlace. In doing so, the Local was able to resist the elimination of significant portions of its craft jurisdiction while also securing wage increases retroactive to January 2018. On November 15, 2018, after a lengthy debate, the renewal agreement was ratified with almost 90% in favour.

In this dispute, ExPlace locked out Local 58 for over four months with the goal of eliminating the Local's craft jurisdiction and presence on ExPlace grounds. ExPlace failed to reach this goal.

Antheunis concluded his remarks by extending a special thanks to all IATSE Locals across North America for their support throughout the lock-out, and in particular, Locals One, 2, 8, 11, 25, 56, 63, 118, 129, 168, 212, 411, 461, 471, 667, 669, 822, 828, 856, 873, 891, 924, and B173 as well as Districts 7, 9, 11 and 12. Local 58 also thanked the International for extending Defense Fund funding, to International Vice President John Lewis for his regular attendance on the picket line and during the marathon negotiation sessions and to General Secretary-Treasurer Wood and International Vice President Damian Petti for their attendance at the Labour Day Parade in Toronto.

President Loeb congratulated the Local on its perseverance and unwavering resolve to maintain its craft jurisdiction and ultimately reach a renewal agreement. In doing so, President Loeb confirmed that the International will always support its Locals when faced with such adversity.

**APPEARANCE:
LOCAL NO. 631, ORLANDO, FL**

**Re: Disney World/
Services Trade Negotiations**

Retired International Vice President Brian Lawlor, Local 631 President Paul D. Cox, Business Agent Sean Wilson and Secretary-Treasurer Kimberly Holdridge,

reported on the 30-month odyssey that led to the Local's most recent collective bargaining agreement with Walt Disney World.

The Walt Disney World Resort is in Orlando, Florida. The Service Trades Council Union ("STCU" or "Council") has a collective bargaining agreement and acts as the Master Collective Bargaining Unit for five different unions and six different Locals. The IATSE, UFCW, TCU, Teamsters, UNITE HERE 737 and 362 together represent about 38,000 covered employees. The Council had a membership base of about 22,000 at the start of this cycle. The STCU agreement has been in force since 1971. The historical relationships of each affiliate of the Council have been complex, with the IA having about 2,000 workers out of the 38,000 covered employees. Thus, the contract vote leverage can be problematic. UNITE HERE and the Teamsters have 72% of the voting membership.

The IATSE International is the bargaining agent, and "principal" for the Council; Local 631 services the agreement. The IA bargaining unit consists of stagehands, costuming, and cosmetology. Of the 2,000 IA-represented employees at the start of this cycle, 64% were dues payers in Right-to-Work Florida.

In prior negotiations, the Local was successful in improving conditions but wages lagged. In addition, during previous cycles, each of the units negotiated their addendums separately. This "Gunner" mentality resulted in weakening the whole of the Council.

This time, Local 631 and the other unions based the wage proposal on the "Fight for \$15", moving all employees to a minimum of \$15 an hour by year three of employment and top of the wage scale by year five. When the Company rejected the proposal, and countered with a substantially lower increase, the Council walked away with the employees chanting strike as the company walked out of the room.

The Unions continued to stand together staging rallies and marches from October 2017 through August 2018. Their actions were widely attended and received coverage on national print and broadcast media.

Buoyed by the increased member engagement, the Council started sitting in on all addendum negotiations in a show of solidarity. For the first time, the Council acted together, and all helped each unit beat back onerous proposals aimed at weakening the crafts. The Council found their solidarity.

The ratification vote was the largest "turnout the contract vote" effort ever, over 99% passage of the

contract, which was reported in the United States National News.

The impact for the IA worker is historic. For the stagehands the rates will be competitive with area standards by the end of this contract. The Local has experienced increased membership.

The impact across the Council cannot be understated. Many members will no longer be living in poverty and will now make a living wage. Every full-time employee covered under the agreement will receive substantial increases over the contract term—some as much as 50%.

Jobs with Justice awarded the Council the "Art of Solidarity" award in recognition of the solidarity shown by the six different Locals together and this historic contract victory. The unintended benefits of this STCU-WDW agreement have multiplied in other areas of the job market. Rates in non-union workplaces have risen; additionally, Universal Studios Florida has already announced raises. Other workplaces have made similar "corrections" in wage rates across Central Florida.

The Council has also fundamentally changed, acting in a spirit of togetherness and solidarity. Communication has reopened amongst the member unions which are focused on next steps, to build up on the historic agreement.

Brother Cox expressed appreciation to the Local 631 Negotiation Committee—Local 631 Vice President Barry Tillis, Executive Board Member Serena James, Secretary-Treasurer Kimberly Holdridge, Business Agent Sean Wilson, and Assistant Business Agents Jamie Baylor and Dennis Hus. He noted that being a part of these negotiations was one of the proudest moments in his life and he expressed gratitude to the members for entrusting him with such a great responsibility. He also thanked Local 504, which represents theme park workers at Disneyland in California, for standing with Local 631 and the STCU during this cycle. Local 631 also extended thanks to Retired International Vice President Lawlor and Assistant Director of Stagecraft Joe Harnett.

Finally, Local 631 expressed sincere appreciation to President Loeb for his leadership, support and accessibility.

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

Re: AEG at Nassau Coliseum

Local 751 President Lawrence Paone presented a report to the General Executive Board concerning recent

collective bargaining negotiations involving ticket sellers at the Nassau Coliseum located in Uniondale, New York.

Brother Paone noted that Local 751 historically had a collective bargaining agreement in place covering ticket sellers at the venue for over forty years. In 2015, the Local's contract covering the Coliseum expired. The building closed for major renovations, which were completed in April 2017. When it reopened, the venue was operated by AEG Facilities. Local 751 sought to achieve the same terms and conditions that were in its prior contract. However, AEG had hired ticket sellers at substandard wage rates with no fringe benefits, no customary premium pay, and no guidelines for discharge and discipline.

Local 751 began negotiating with AEG and the company pushed for a deal that included no guaranteed positions, only per diem hires. Local 751's prior contract included guaranteed full-time positions. In January 2018, after additional negotiating sessions were unproductive, Local 751 requested assistance from the International. President Loeb assigned then-Co-Director of the Stagecraft Department, Tony DePaulo to assist. Additionally, Local 751 notified Local One President and International Vice President James J. Claffey, Jr., of the state of its contract negotiations.

Ultimately, on September 24, 2018 together with President Loeb, who joined the Local at the bargaining table, Local 751 came to an agreement with AEG for a three-year contract covering the Nassau Coliseum. The contract will include one full-time box office lead and starting wage rates that are competitive in Local 751's jurisdiction. The Coliseum box office personnel will also receive significant pension, annuity, and health benefits. Paid holidays are required plus necessary contract language regarding just discipline, non-discrimination, and grievance-arbitration will protect the workers at the Coliseum box office. At Local 751's membership meeting on September 27, 2018 the contract was unanimously ratified.

On behalf of Local 751, Brother Paone thanked International Vice President Claffey, retired Vice President DePaulo, Local 751 attorney Elizabeth Orfan, and Leah Okin of Local 764, for their assistance. Most importantly, on behalf of Local 751 and the box office staff at Nassau Coliseum, he expressed his appreciation for President Loeb's continued support, expertise, encouragement, and leadership.

President Loeb remarked that the Local should be particularly proud of this agreement. He extended his appreciation to Local 751 and Brother Paone for his hard work, focus, and dedication. The Alliance will continue

to offer collective bargaining assistance to Locals when employers seek to undercut their standards.

**APPEARANCE:
LOCAL NO. 839, HOLLYWOOD, CA**

Re: Negotiations with AMPTP

Local 839 Business Agent Jason MacLeod, and International Vice President Michael F. Miller, Jr., reported to the General Executive Board on negotiations for a successor to the Local's Master Agreement with the AMPTP and The Secret Lab Agreement with Disney. Local 839, The Animation Guild, represents artists, technicians and writers working on animated productions for studios producing content in Los Angeles County.

Master Agreement

The Local's Master Agreement is a three-year term agreement that is in place with the members of the Alliance of Motion Picture and Television Producers. The Agreement expired on July 31, 2018.

Preparation for negotiations began in early 2017. The Local developed an overall strategy to boost member awareness that included taking advantage of the resources offered by the International. Negotiating committee members attended training courses offered by the IATSE Officer Institutes 1.0 and 2.0. The classes were attended by many of the Local's members, fourteen of whom decided to join the bargaining committee. The Local also developed a social media and print media campaign to support the negotiations.

In late 2017, the Local wrote to President Loeb to request assistance from the International. President Loeb assigned Vice President Miller to assist the Local in the negotiations. Through surveys, membership meetings, and other means, the Local obtained feedback from the membership to help craft bargaining proposals.

Armed with this knowledge and training, the negotiation committee targeted adjusting budget tiers for animation to achieve parity. Through a combination of fact-based analysis, an engaged membership, and strategy, the Local was able to improve budget tiers.

The new three-year contract was ratified by over 80% of voting members. Highlights of the deal include:

- maintenance of health and pension benefits and annual increases to wage minimums;
- improved descriptive language; Color Stylists achieved a title change to "Color Designers" which

more accurately describes their contributions to modern animated productions;

- production start notices which will assist with enforcement of the contract, particularly for New Media productions; and
- a new parental leave job protection provision that is more favorable than state and federal law.

Specifically, for New Media, the budget tiers defining a “High Budget Animated Production” were adjusted. This creation of special budget tiers appropriate for animation is a first for an entertainment union.

The Secret Lab Agreement

The Secret Lab (TSL) Agreement is an IATSE Agreement in place with Walt Disney Pictures and Television. The Agreement primarily covers individuals working at Walt Disney Feature Animation.

Informed by the successful approach to bargaining during the Local 839 Master Agreement, the Local took a similar tack in preparation for negotiation of the TSL Agreement. Members working under this Agreement had similar concerns related to pension and health benefits, overall wage increases, and New Media, along with some employer-specific issues. Proposals were developed to address concerns about appropriate wage minimums for workflow leads and increased benefit hour contributions for employees working on an on-call basis.

Negotiations were completed in January. Highlights of the tentative agreement include wage minimum increases, renewed support for pension and health benefits, an increase to scale for individuals in workflow lead roles, and increased hourly benefit contributions for on-call employees.

Business Agent MacLeod thanked the administrative staff of the IATSE West Coast Office, all the International Representatives, and especially Vice President Miller for his unwavering support throughout the process. He also thanked President Loeb for assigning resources from the West Coast Office to assist the Local with these negotiations.

Business Agent MacLeod concluded by dedicating his presentation to Michael Four, Local 839’s counsel throughout the Master Agreement negotiations. Sadly, this past Thanksgiving Michael Four passed away unexpectedly while on vacation with his family. Michael had spent his 37-year career as a labor lawyer fighting for working people and had recently been named best union-side labor lawyer in Southern California for 2018.

He was a compassionate and committed ally, and a fierce opponent.

Vice President Miller remarked on the important gains made in this contract. He lauded Business Agent MacLeod for his preparatory work prior to bargaining for the Master Agreement. This was a textbook example of member engagement, training, and grassroots efforts in support of a contract drive.

President Loeb thanked Business Agent MacLeod for his appearance and commended him on his preparations for bargaining. Those preparations laid the groundwork for successful negotiations. Finally, President Loeb expressed his appreciation for the Local’s utilization of the training and education opportunities the International is providing to local unions and local union leaders.

APPEARANCE: LOCAL NO. 871, HOLLYWOOD, CA Re: Pay Equity Campaign

Local 871 Business Representative Leslie Simon, President Crystal Hopkins, Assistant Business Agent Heather Williams, and Board of Directors member Doug Boney reported to the General Executive Board on the Pay Equity Campaign.

Simon provided the historical background for the on-going pay equity issue impacting the crafts represented by Local 871, and described her participation on California’s Pay Equity Task Force.

Simon outlined California’s Fair Pay Act, which requires equal pay for employees who perform “substantially similar work,” when viewed as a composite of skill, effort, and responsibility. In 2017, California passed additional legislation that prohibited employers from asking applicants about their salary history. These measures were aimed at addressing inequitable pay issues.

Local 871 commissioned a Pay Equity Study, which was conducted in 2017, and completed in January of 2018. The purpose of the study was to confirm the concerns of the members that they are being paid less than their male counterparts for substantially similar work, and for use at the 2018 Basic Agreement negotiations. Job classifications were analyzed using the criteria established in the Fair Pay Act. The study utilized a variety of other film industry classifications for purposes of making comparisons, including Assistant Directors, Location Managers, Unit Production Managers, and Art Directors.

Simon then outlined the various conclusions of the study. The study found that there has been a long-history of gender segregation, as well as a current culture of harassment in the industry. Nearly half of respondents had either witnessed or experienced sexual harassment while working in film production. A comparison of the rates among the classifications found that female-dominated crafts are being paid significantly less than comparable male-dominated classifications.

The study's recommendations included the following: (1) conduct an industry-wide pay equity audit; (2) ensure that gender and racial bias does not affect compensation; and (3) correct any gender-based discrepancies in pay.

During the Local's bargaining with the AMPTP for a new Basic Agreement, the Local made proposals based on the results of the study, to no avail.

After the frustrating experience during negotiations, the decision was made to go forward with a public campaign – Reel Equity. The purpose of the Reel Equity campaign is to get the industry to conduct an industry-wide pay equity analysis. The campaign has also posted an open letter to the entertainment industry, developed a Reel Equity Tool Kit, and created a yardstick to be used as a simplified measurement tool to identify broader pay equity concerns which would prompt further, in-depth review. The campaign also seeks to get industry stakeholders to include Pay Equity riders in their contracts.

President Loeb thanked the group for their appearance and their work on this important issue. He observed that the study is comprehensive, and the analysis is important. He noted that this issue involves many crafts, is pervasive in the industry in the United States and Canada and must be addressed. President Loeb stated that the Union must stand together in solidarity, educate through a public campaign, and capitalize on opportunities to voice concerns about these issues in every possible forum. "The fact that pay inequity persists is unfair, unjust, disrespectful, and discriminatory." President Loeb concluded his remarks by committing to assist in resolving these issues in any way possible and to continue to make this a priority for the Alliance.

APPEARANCE:
LOCAL NO. 18032 – ATPAM, NEW YORK, NY
Re: Fundraising Efforts for Broadway Cares/
Equity Fights AIDS

Nick Kaledin, Secretary-Treasurer of Local 18032, Association of Theatrical Press Agents and Managers (ATPAM) and member Brig Berney reported on ATPAM's

involvement in fundraising efforts for Broadway Cares/Equity Fights AIDS.

Brother Berney, an experienced company manager for many Broadway shows (currently working on "Hamilton") remarked that he is a proud member of ATPAM and was glad to report on ATPAM's fundraising efforts. For many years ATPAM has been prominently involved in the Broadway Cares/Equity Fights AIDS annual Broadway Flea Market. Broadway Cares/Equity Fights AIDS is a nonprofit agency providing emergency relief, and critical resources to ill or at-risk individuals and social service programs throughout the country. This event, which was held in September 2018 includes a flea market in famed Shubert Alley in the heart of the Broadway theater district. Fundraising groups sell showbiz swag and sought-after theater memorabilia to purchasers. The revenue generated from the sales allows Broadway Cares/Equity Fights AIDS to provide natural disaster relief and emergency assistance to those in need. ATPAM has had a fundraising table at the market for the past twenty-four years. Its dollar intake has increased exponentially every year.

ATPAM gathers merchandise for its sale from ATPAM members and Broadway general management offices. During the 2018 flea market, ATPAM sold one-of-a-kind theater memorabilia from stars including Bruce Springsteen and Lin Manuel Miranda. ATPAM generated over \$34,000 this year (39% more than 2017) and placed second among all fundraisers at the event. No other union or guild has earned more. In total, Broadway Cares/Equity Fights AIDS made over \$900,000 in one day, one of the highest fundraising sums in the event's history. Those reporting recognized ATPAM's Board of Governors for their support of this effort and for demonstrating that when Broadway cares, ATPAM cares. Brother Kaledin noted this was a team effort but Brother Berney's efforts deserve added recognition. He solely acted as ATPAM's coordinator, brought great enthusiasm to the event, ignited the entire Local and the whole Broadway community.

President Loeb thanked them for the money raised and ATPAM's commitment to this extremely worthy cause. This demonstrates how union activism can start with you and your community. Local unions of the Alliance should remain involved in this and similar initiatives.

APPEALS:
FRANKIN BUSHEY V. IATSE LOCAL 25 –
ROCHESTER, NY

The General Executive Board considered Franklin Bushey's October 25, 2018 appeal of President Loeb's

decision dated October 25, 2018. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Bushey's appeal and resolved to communicate this decision to Bushey in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

AREA STANDARDS AGREEMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President Phil S. LoCicero, Assistant Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, General Counsel Samantha Dulaney, West Coast Associate Counsel Jacob J. White, International Representatives Scott Harbinson, Jamie Fry, and Wade Tyree, and bargaining committee members Chris O'Donnell, Rosemarie Levy, Cecilia Friederichs, Darla McGlamery, James Butler, Mike Akins, Christen Ranung, Cory Parker, Doug Acton, Liz Pecos, Laura King, Dave O'Ferrall, cdauid cottrill, Melissa Purcell, Virginia Phillips, and Darryl Wilson reported to the General Executive Board regarding the negotiations for the 2018 Theatrical and Television Area Standards Agreement (ASA).

Vice President Miller reported that a few weeks after the conclusion of the summer General Executive Board meeting, the Studio Mechanics Locals, led by President Loeb, negotiated a successor contract for the ASA. Negotiations began in April 2018, and concluded in August 2018. The new three-year agreement was hard fought and required bargaining beyond expiration of the prior contract. Following what was achieved in the Basic Agreement negotiations, significant gains were made in quality of life working conditions, safety, new media, and economics.

A ten-hour daily turnaround will now be standard for nearby and local hires on the second and subsequent seasons of a series, all mini-series, and for all productions after two consecutive days of fourteen or more worked hours. This is a significant improvement in working conditions.

Safety measures were further strengthened in other areas. Rides or rooms must be offered upon request after any day of fourteen or more worked hours, and the new contract expands protections for those who advocate for the safety of others on the crew.

To address the increasingly volatile weather throughout the country, the bargaining committee negotiated a "weather-permitting" call policy for snow, sleet, ice storms, hurricanes, and similar weather conditions.

Companies must give notice to the IATSE when they

have implemented a "weather-permitting" call, and such a call cannot be implemented unless inclement weather is expected.

To address the cost of housing, the living allowance for nearby hires will increase over the term of the contract. The new agreement also includes increases to wages in each year of the agreement, and increased employer contributions into the benefit plans.

Under the new agreement, mid-budget new media productions now will have proscribed wages and working conditions. Additionally, higher wages were negotiated for new media features budgeted at over \$30 million.

A Diversity and Inclusion Taskforce, comprised of Union and management representatives, will examine hiring practices and potential initiatives for hiring under-represented persons. Also, representatives from the Union and management will meet to discuss the implementation of safety training, including harassment prevention training, for all IA-represented workers.

Additionally, clarifying language in the new contract will limit idle days and define what constitutes a "suitable" eating facility. Production notifications must now be sent to the Union prior to the commencement of principal photography. Graphic Artists are now covered by the agreement with an established wage rate.

The Bargaining Committee unanimously recommended ratification of the agreement and the General Executive Board has voted in favor of the Committee's recommendation.

Vice President LoCicero thanked President Loeb, Vice President Miller, and Assistant Department Directors Mahoney and Holtgrewe for continuing to work with the local unions to ensure that their proposals are considered.

President Loeb thanked the committee for their report and their work, and reiterated the International's commitment to insure that the concerns of the local unions are addressed at the bargaining table. The ASA is a maturing agreement, and the committee made important advancements in this cycle in areas the Union has been fighting over for decades.

BASIC AGREEMENT RATIFICATION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., and Assistant Directors Daniel M. Mahoney and Vanessa Holtgrewe reported to the General Executive Board on the results of the 2018 Basic Agreement ratification. This included the creation of a PowerPoint

video detailing the newly negotiated elements of the Basic Agreement, a website focused on the new Agreement, materials sent to each affected member; the ratification process, and the overwhelming vote by the local unions in support of the recommendation of the West Coast Studio local bargaining committee.

Vice President Miller explained that ratification of the Basic Agreement involves all members of the West Coast Studio Locals who receive, via mail, the Memorandum of Agreement, related materials from both the International and their Local, and a ballot.

Direct communication to the members from their local unions via email, social media, and mailed materials began upon completion of negotiations. Information from each local union specific to the members of that Local was provided in various forms and in a variety of ways to all of the membership. The Locals also held informational meetings at which the Local Union Leadership and Director Miller presented the facts of the new agreement and addressed questions from the audience. Additionally, mailings and direct communications to the membership from the International were occurring at the same time. The purpose of this communication was to inform members that the vote was happening, provide them with information on how and when to vote, encourage voting, and inform them that the West Coast Studio Locals bargaining committee was recommending a “yes” vote.

To help members understand the process of negotiations, the structure of the Motion Picture Industry Pension and Health Plan (MPIPHP) funding, and the ramifications of either a “yes” or “no” vote, the International created a short video, based on a PowerPoint constructed by Vice President Miller. The video helped visually illustrate and support Vice President Miller’s presentations to various West Coast Studio Local members during this time. Members attending these meetings responded so positively to the PowerPoint that it was decided to create a video that could be viewed at home, on set, on a computer, tablet or phone. The goal was to provide access to clearly presented, factual information to all members. Boiling down an hour-plus presentation to a trim eleven-minute video took some effort. Vice President Miller thanked International Representative Allison Smartt for her assistance in creating the video.

At each Local’s meeting, Vice President Miller observed that the members were especially interested in understanding the funding mechanisms of the benefit plans. Information on how employer contributions, residuals, and investments work together to fund the health and pension plans was well received, and set

a solid foundation for understanding the increased amounts of benefit contributions that the employers would be paying.

Entitled “2018 General Negotiations Tentative Agreement”, the video was comprised of four sections: a timeline of negotiations, an explanation of IA Benefit Plans, the newly-negotiated terms of the deal, and the ratification vote. Vice President Miller then presented the video to the General Executive Board.

In creating the ratification materials, including the website and PowerPoint, Vice President Miller stated that they strove to transform a rather dry contract lesson, one with many facets, into a clear explanation of the funding mechanisms, and how – and why – they are carefully conservative with projections (including estimated residual contributions, employer contributions and hours into the Health Plan).

The “funding fountain” demonstrated the power of visual aids and helped to illuminate the confusing interplay of different Pension and Health Plan funding streams. With this new-found understanding of the interplay of residuals and hourly contributions, the increased employer-paid hourly benefit contributions that was negotiated made sense. This section of the video was especially important and provided a factual response to the misinformation that was floating around online and in print.

Vice President Miller reported that after explaining how the deal had secured the continued viability of members’ benefits, with no reductions in service or additional costs to them, the video moved on to catalogue the significant gains in wages and working conditions. These include a new funding stream for high budget features made for new media that also are released in theaters, and improvements to safety, wages, and working conditions on new media productions. By going through each improvement point-by-point, the video explains the changes to the 2018 Basic Agreement in clear and easy to understand pieces

The video concluded with a look at the ratification process itself. The possible outcomes of a “yes” or “no” vote were clearly enumerated so members could make an informed choice. At the end, the IATSE’s ratification web address was listed. At this content-rich website, additional materials were available, including a question and answer section, and documents supplied by the Motion Picture Industry Plans.

In conclusion, Vice President Miller remarked that these efforts resulted in a more educated membership and higher voter turnout. In the end, members of twelve of the thirteen Locals voted to ratify the 2018 Basic Agreement.

Members have been receiving their retroactive wage checks, the increased turnaround provisions went into effect on January 9, 2019, and planning for the next negotiations in 2021 is already underway.

Vice President Ford remarked on the importance of increasing the scale rate because of the corresponding increase in the IAP contribution rate.

President Loeb thanked Vice President Miller and Assistant Directors Mahoney and Holtgrewe for their report. He pointed out that there are a number of extremely important items in the new Basic Agreement, noting in particular the improved terms and conditions on new media productions. In addition, every craft received an improvement in the daily rest period, which had not happened in many years. Putting this deal side-by-side with other Basic Agreement negotiations demonstrates that this is the best deal the IATSE has negotiated in the history of the Agreement.

CANADIAN LABOUR CONGRESS SOLIDARITY AND PRIDE COMMITTEE

International Vice President and Director of Canadian Affairs John Lewis and IATSE Canadian Office Operations Manager Nate Richmond provided the General Executive Board with an update on IATSE Canada's various pride and diversity initiatives.

In October 2018, Richmond was appointed by International President Loeb to serve as the IATSE's representative on the Canadian Labour Congress (CLC) Solidarity and Pride Committee and Human Rights Advisory Committee. Since this appointment, Richmond attended a two-day meeting of these CLC committees in Ottawa, Ontario. During the course of these meetings, productive discussions on the issue of diversity took place, including discussions of communication best practices and the sharing of information between committee members. The Executive Director of the Federal Government's LGBTQ2 Secretariat in Ottawa, Samantha McDonald, also gave a key note address to attendees, touching on the organization's recent successes and future goals.

Richmond went on to explain his recent efforts to coordinate "pride gear" for all Canadian Locals in anticipation of the various pride events coming up in 2019.

President Loeb thanked Richmond for his efforts as IATSE's diversity representative with the CLC. In doing so, President Loeb reiterated IATSE's commitment to diversity within the organization and its commitment to ensuring members of the two spirit, lesbian, gay, bi-sexual, transgender, intersex, queer, questioning and asexual

(2SLGBTQI+) community are properly represented in all workplaces where IATSE members work.

DISASTER RELIEF: HURRICANE FLORENCE

Assistant Motion Picture and Television Department Director Daniel Mahoney, International Representative Wade Tyree and International Trustee Andrew Oyaas reported that the Alliance took part in significant disaster relief efforts surrounding Hurricane Florence during late 2018.

Representative Tyree noted that in early September he and Assistant Department Director Mahoney along with other International and local union officials had begun monitoring the storm as it was developing off the East Coast of the U.S. and heading toward North Carolina. It was tracking directly towards Wilmington, N.C., and could potentially move into Virginia or Georgia once it reached land. Consequently, the storm would potentially impact numerous IA productions along the East Coast. The International's staff contacted the AFL-CIO as well as the heads of all International departments and local unions in the areas targeted by the storm.

The IA's representatives began communications with the national AFL-CIO, which brought together six state AFL-CIO presidents and leaders from approximately twenty national unions. These discussions helped prepare the unions for the storm and responses in the aftermath. Emergency weather plans were taking shape for IA workers thanks to the persistence of local union representatives. Local officers planned for the Local 491 offices in Wilmington to remain open and provide a safe haven with shelter, electricity, food and water for members in need.

Following the storm, supplies were being gathered and warehousing and trucking arranged. Volunteers stepped forward as needs arose. Local AFL-CIO affiliate unions moved to provide portable showers and bathroom facilities to neighborhoods and communities that were completely flooded. Barges and cranes were at the ready if waterways were the only way to deliver supplies to some areas.

International Trustee and Secretary-Treasurer of Local 491 Oyaas noted that Assistant Department Director Mahoney assessed the Local's situation in the wake of the storm and connected him to the AFL-CIO's communication network. During these discussions and dialogues with the North Carolina AFL-CIO Executive Council, Trustee Oyaas volunteered Local 491 as the union disaster relief center in Wilmington for union

members. In the days after the storm, supplies began to arrive in shipping containers at the Local 491 office for distribution. Cleaning supplies and protective equipment, which were the most requested and demanded items in the Wilmington area, were available for distribution at Local 491's office. As part of the relief effort, the North Carolina AFL-CIO distributed gift cards for certain union members based on a survey of needs. Several of these went to IA members. AFL-CIO affiliates offered trainings on safety and effective mold remediation, which were first presented in the areas hardest hit by flooding north and northwest of Wilmington. By the start of November, distribution of supplies ended and remaining materials were designated for distribution to underserved communities and other groups in need.

Overall, organized labor's response to the devastation caused by Hurricane Florence was impressive. Unions, their members, officials, and volunteers mobilized effectively to distribute supplies. Despite the challenges of arranging logistics and some slow-coming supplies, the unions rose to the challenge. In the aftermath of the storm, those reporting met to debrief and developed some ideas that may better prepare the Alliance to assist in the wake of future events and emergencies. In closing, Assistant Department Director Mahoney noted that Trustee Oyaas and Representative Tyree did a tremendous job responding to Florence and exemplified the vision of what the Alliance does when its families are affected.

President Loeb thanked those reporting and noted that a standing committee has been established known as the Disaster Response Committee. The Committee will work similarly in connection with future emergencies. The IA will continue to dedicate attention to emergency preparedness and take care of our members on the ground.

FISERV FORUM

International Vice President Craig Carlson, International Representative Benjamin Hague and Local 2 Vice President Frank Taylor reported on the organizing efforts with Local 18 and the Fiserv Forum Arena.

As reported at the last General Executive Board Meeting, Local 18 requested the International's assistance to organize Milwaukee's brand-new Fiserv Forum Arena, which was built to replace Bradley Center in downtown Milwaukee. The arena will host the home games of the Milwaukee Bucks professional basketball team.

Fiserv Forum is one of only three arenas being considered by the Democratic National Committee to host their 2020 Democratic Convention. IA Political

Director Ericka Dinkel-Smith helped synchronize DNC Officials with Wisconsin politicians who supported the International's organizing efforts, including Wisconsin Democratic Party President Martha Laning; Wisconsin's 4th Congressional District Congresswoman Gwen Moore; Milwaukee Mayor; Tom Barrett; U.S. Senator Tammy Baldwin; Milwaukee Area Labor Council President Pam Fendt; Wisconsin AFL-CIO President Stephanie Bloomingdale and Emeritus Phil Neunfeldt. They all lobbied Fiserv Forum to pay stagehands prevailing wages.

Local 18's organizing drive was supported by Locals One, 2, 18, 85, 217, 251, 470 and 769; there were many actions directed to, and that solicited support from, the general public including bannering, leafletting, and rallies. In addition, there was media coverage in print and broadcast.

IA Communications Director Matthew Cain and Communications Coordinator Jonas Loeb provided support using their social media tools. During this lengthy process, Local 18 led by International Vice President Carlson engaged in scores of actions to bring attention to the cause of the workers. Local 2 Assistant Business Manager, Frank Taylor also played a pivotal role serving as a liaison with police and government officials to ensure that the leafletting and bannering were lawful.

IA Vice President and Tradeshow Department Director, Joanne Sanders loaned Representative Ben Hague to the organizing effort. Representative Hague is a rigger by trade and knows many of the workers at Fiserv Forum. Local 18 petitioned to represent a unit of stage workers at the Fiserv Forum. A representation election supervised by the National Labor Board was held and the Local won overwhelmingly; there were only two votes against the union. Fiserv and the IA are now negotiating a first collective bargaining agreement. President Loeb defined the organizing mission in one sentence, "All stagehands who worked at the Bradley Center and now crew Fiserv Forum must be covered by a Local 18 Agreement.

Vice President Carlson thanked all those previously mentioned. He extended appreciation to President Loeb for the work he did with AFL-CIO President Richard Trumka, AFL-CIO Vice Presidents, various International Presidents and with DNC Chair Tom Perez.

He also expressed appreciation to Vice President and Stagecraft Director Daniel Di Tolla, Assistant Stagecraft Department Director Joseph Hartnett and General Counsel Samantha Dulaney for their support.

President Loeb noted that the successful vote was due to Vice President Carlson's indefatigable persistence on behalf of Local 18 and the workers at the Fiserv Forum. He observed that Vice President Carlson had a plan and left nothing undone or overlooked. Every aspect of the organizing campaign was covered, including worker outreach, legal support, civic, political and community engagement. Local 18 with the very capable direction of Vice President Carlson will impact the workers at the arena, which will reverberate throughout the Milwaukee community. President Loeb reiterated the International's support for the workers at the Fiserv Forum as they negotiate for a first contract. He extended his appreciation for Vice President Carlson's efforts.

FOX SPORTS FLORIDA

Broadcast Department Director Sandra England and International Representative Fran O'Hern reported on recent organizing efforts involving Fox Sports Florida. The IATSE prevailed in an election held by the National Labor Relations Board (NLRB) to represent broadcast technicians working on televised sports for Fox Sports Florida within Dade, Broward and Palm Beach Counties. A bargaining committee is forming to begin the process of developing proposals in anticipation of meetings with the Company.

Fox Sports Florida has claimed that questions surrounding the proposed acquisition of Twenty-First Century Fox by The Walt Disney Company may make the future of this Florida regional sports network unpredictable. Consequently, Fox has appealed the NLRB's decision to hold an election among the technicians. The Alliance has responded to the appeal and will continue to support these workers as they look forward to securing a contract that they deserve. Those reporting were confident that the Union will achieve a fair agreement.

President Loeb noted that the Alliance is the right union for freelance workers in the Broadcast industry. We will continue to maintain solidarity with these technicians wherever they seek representation.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Daniel Di Tolla, John M. Lewis, Michael J. Barnes, Trustee Patricia A. White, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Peter Marley, Radar Bateman, Daniel Little, Allison Smartt and Stasia Savage, and Special Representatives Joseph Short and David Garretson, updated the Board on the activities in Stagecraft since the summer Board meeting in New York.

International Vice President John Lewis reported on the activities of the Canadian Office. Vice President Lewis reported on several organizing drives. He also advised that negotiations are ongoing with the seventeen signatories to the Canadian Pink Contract.

International Representative Daniel Little reported on the membership growth strategies of the Fourth District Locals. Representative Little also reported on the organizing efforts of Locals 8, 12, 22, 284, and 752. Local 284, through internal organizing, has increased its membership by forty-six percent. Representative Little also reported on the progress of Local 501. The new Local has approved its Constitution and ByLaws.

International Representative Allison Smartt reported on Comet Training with Locals 16, 99, 107, 363, and 784. She also reported on the successful conclusion of negotiations with the Pasadena Playhouse, Local 99 United Concerts, Local 768 and the Dolby Theater. Negotiations are ongoing between Local 122 and the Old Globe Theater, and Local 768 and the Ahmanson Theater. Representative Smartt also reported on ongoing organizing efforts with Local 363 and their negotiations with Harrah's Casino and Grand Sierra Resort.

International Representative Stasia Savage reported on the conclusion of negotiations between Local 757 and the Michigan Theater Opera, Local 757 and Little Caesars Arena, and Local 274 and Michigan State University. Negotiations are ongoing between Local 190 and SMG. Representative Savage reported on organizing activities involving Locals 298 and 540 and Rhino.

Special International Representative David Garretson reported on the International's efforts to assist Locals involved in large outdoor concerts and festivals; including Local 347 and the Beyoncé tour, Local 17 and Dany Wimmer Presents festivals, Local 635 and the Billy Joel tour. He also reported on the Kevin Hart show in the jurisdiction of Local 60. In each instance the International facilitated efforts to coordinate between numerous Locals to ensure the successful staffing of the events.

International Representative Bateman reported on organizing efforts involving Local 7. He also reported on successful contract negotiations involving Local 803 and the AT&T Performing Arts Center, and Locals 488, 887 and the Seattle Theater Group. He also reported on assistance to Local 154 to prevent the Oregon Shakespeare Festival from unilaterally imposing new policies without consultation with Local 154. He updated the Board on the ongoing negotiations between Locals 15, 28 and Rhino.

International Representative Peter Marley reported on the conclusion of negotiations involving Local 415 and University of Arizona Presents, and Local B-118 and The Paramount Theater; the San Francisco Giants, and the SHN. Following successful organizing drives, negotiations have begun involving Local 504 and Disneyland on behalf of a unit of pyrotechnicians, and Local B-18 and the San Francisco Giants for a unit of fan lot employees.

International Vice President Michael Barnes reported on negotiations between Local 55 and the Berglund Center in Virginia. Local 55 previously had an agreement with Spectra Venue Management covering the venue. An agreement had to be negotiated to preserve the work jurisdiction of the Locals. Vice President Barnes also reported on the successful organizing of the Hard Rock Casino by Local 917 and the successful conclusion of negotiations for a first contract. He also reported on the preparations for bargaining with Spectra Venue Management for a successor to the national contract covering forty-three venues.

Assistant Director of the Stagecraft Department D. Joseph Hartnett reported on contract negotiations involving Local 862 and the Pittsburgh Cultural Trust, Local 636 and Penn State University, and Local 69 and the Orpheum Theater and Memphis Ballet. He also reported on the progress of the Rhino organizing campaign with Locals 22 and 336. Assistant Director Hartnett also reported on preparations for the upcoming negotiations for the Pink Contract with the Broadway League/Disney and the five non-League touring companies.

International Vice President Di Tolla reported on the successful negotiation of the contract between Local 494 and the production of *Hamilton* appearing in San Juan, Puerto Rico. This is the first contract involving stage work for Local 494. Vice President Di Tolla also reported on organizing efforts involving Local 417, in Raleigh/Durham, NC and Local 39 in New Orleans. He reported on the successful conclusion of negotiations for a successor contract between ATPAM and the Broadway League and Local 772 and JAM Productions for the National Theater. The Board was updated regarding ongoing negotiations involving Local 751, Local 798, and Local 74. Vice President Di Tolla also reported on the mergers of Locals 311 into 499 and B-935 into 96.

In his remarks President Loeb observed the range of activities of the Department was reflected in its comprehensive report. He noted specifically the organizing and education initiatives particularly the push for national agreements in both countries. He emphasized to Locals the need to turn rate cards into collective bargaining agreements.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John M. Lewis, Assistant Motion Picture Department Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Lyle Trachtenberg, Scott Harbinson, Jamie Fry, Steve Aredas, Ron Garcia, and Wade Tyree reported to the General Executive Board regarding the activities of the Department since the last meeting.

Vice President Miller reported that the Basic Agreement was successfully ratified after the last General Executive Board meeting. The Pay Television, Videotape, and Area Standards Agreement negotiations were also successfully concluded and unanimously ratified by the General Executive Board. They are the subject of other reports at the Board meeting.

Vice President Lewis reported on Canadian developments. The International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There are now 370 companies signatory to the Canadian Binder Agreement and 170 to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and exceeded record numbers in 2017. There were 264 productions under IA agreements in 2018. The strongest sectors continue to be domestic television production and foreign location service production. The growth in production is not limited to the three-major production centres in Vancouver, Toronto and Montreal:

- Manitoba (Locals 856 and 669) hit a record of \$220 million in production which included nine features, one pilot, two TV series and nine Movies of the Week;
- In Newfoundland and Labrador, the newly chartered Locals 709 and 671 saw production levels hit \$66.2 million;
- In Northern Ontario, Locals 634, 411 and 667 worked on sixteen productions totaling \$110 million.

Local 669 continues to organize lower budgeted productions and the International is committed to ensuring technicians working in IA traditional crafts will likewise be afforded the protections of working under a collective agreement. Vice President Lewis reported

that in January, he and International Representative Julia Neville met with the Executive Board of Local 891. They led the group through a COMET presentation which had been revised to specifically address Local 891. Representative Neville has been asked to present to the Local 891 Executive Committee which is comprised of a representative of each department. Vice President Lewis and Representative Neville will continue their organizing work with Local 891 and will report to the General Executive Board as necessary.

Vice President Miller reported on the recently-concluded negotiations for the 2018 Music Video Agreement. The new agreement includes annual wage increases, standard benefit increases, and increased weekend turnaround. International Representative Aredas assisted with these negotiations. In addition, the non-member Music Video agreement includes increased weekend turnaround, and improvements in terms & conditions, including minimum call, overtime and improvement to the studio zone.

Regarding the shifting landscape of feature and series production for both traditional television and streaming services, the industry continues to evolve with company mergers, new platforms being launched, and shifts in the types of productions being greenlit. The Department continues to closely monitor these shifts and changes in the industry.

Netflix has purchased studio space in New Mexico. The streaming service has paid more than \$30 million to purchase Albuquerque Studios. As part of the agreement, Netflix commits to direct spending on its own productions in New Mexico of at least \$600 million in the first five years occupying the studio, and \$400 million in direct and indirect spending, which includes leasing the facility to other production companies, in the following five years. Additionally, Netflix has signaled a shift away from third party producers and an interest in producing its own content. This is an interesting development and the Department looks forward to its discussions with the company.

Netflix is also moving forward with long-form programming. It aims to release forty films by the end of the year (a leap beyond the sixteen they created in 2016). “Bird Box” was a word-of-mouth sensation over the holiday break, with more than forty-five million Netflix accounts accessing the movie. The online buzz spurred memes and strong social media engagement. “Roma”, an awards show contender, was available in limited theatrical release and is available online. This theatrical length content created for streaming TV has the potential to result in significant increases in the contributions into the MPI as a result of new provisions in the Basic Agreement obtained during the 2018 negotiations.

Netflix also debuted “Black Mirror: Bandersnatch”, an interactive film with five main endings (after a series of decisions the viewer is asked to make) and seemingly endless narrative branches, including a variety of hidden ‘Easter eggs’ that unlocked even more content. This film alone has five hours of recorded footage. Although a typical viewing of the film takes about ninety minutes to watch, fans spent hours diagramming the various choices available to viewers and the hidden bonus material. Vice President Miller stated that this is Netflix’s first true success with this narrative form. This type of programming – one that is hard to pirate, encourages fan obsession, and provides Netflix with new, granular user data - may give Netflix an advantage in a crowded market and will almost certainly cause other industry players to react and copy this type of content.

Next, Vice President Miller discussed the pending launch of various new streaming services.

Representatives Julia Neville and Mark Kiracofe, along with Brother Phil Klapwyk of Local 891, members of the Local 891 Visual Effects Department, Brother Patrick Landers of Local USA829, Brother Mark Weingartner of Local 600, Brothers Charles Parker and dooner from Local 800, along with their organizer Ron Allen, worked the IATSE booth of the 2018 SIGGRAPH conference held in Vancouver, British Columbia.

Representative Tyree facilitated a COMET seminar for Locals 479 and 798 at the end of October in Atlanta, Georgia. The Department looks forward to offering this class to the MPTV Locals around the country.

From July 2018 until the end of November 2018, the IATSE has released fifty-seven deposits on hold for a total of \$24,109,956.00. Open deposits in various stages currently on hold with the IATSE have gone from an initial amount of \$79 million dollars to a current amount of \$42 million dollars.

In the past six months in Los Angeles, the IA organized numerous low budget features, including “The Great Illusion.” Organizing in the Low Budget and single production world continues to be a primary function of the Department. Continued growth in this area is anticipated as more distribution outlets demand content for their streaming services.

Concerning non-dramatic programming, since the last General Executive Board meeting the IATSE signed more than twenty competition/reality projects. These are a mix of term signatories and one-off productions, with most of the single-production agreements signed prior to the start of production. However, there are always exceptions. A few notable organizing successes

include a new basic cable competition series, “The Funny Dance Show,” which shot in Los Angeles.

The Department continues to have success organizing non-scripted series outside of Los Angeles. Though these productions often operated non-union in the past, they are finding it increasingly difficult to do so, particularly in the Southeast as a string of organizing wins have galvanized the local crew members. Working jointly with each of the affected local unions, the Department has been successful in organizing dozens of shows in this area in all genres of production.

Shows that have been resurrected after being off the air for many years are returning as union productions, demonstrating the shift toward unionization in this genre.

Commercial companies have not been immune to IA organizing, either. For the past few years, Representative Aredas and the West Coast Studio Locals have been chasing non-union commercial companies bringing them under union agreements.

As the IATSE begins preparations for 2019 negotiations for a successor AICP Commercial Agreement, the state of this commercial industry remains strong and continues to provide thousands of jobs for IATSE members each year. There are currently 428 Commercial signatories. However, the importance of organizing nonunion productions in the field is more important than ever. It is imperative for members to report these nonunion jobs to their local union. It is also important for local union representatives to stay engaged with their members who work commercials to report what is going on as nonunion producers try to avoid being organized. On the East Coast, the New York metropolitan area continues to have record levels of employment through the New Year. The New York Production Locals 52, 161, 600, 700, 764, 798 and USA829 are also continuing to actively organize nonunion productions. Several such projects have been covered under IA production agreements since the mid-summer GEB meeting.

When negotiating single production signatory contracts, the Department uses approximately two dozen agreements that cover a wide variety of projects and budgets. Every year, these templates get updated with wage and benefit contribution increases. This past fall, the Department undertook a much more significant updating of these agreements. The goal was to ensure that the enhanced conditions recently negotiated in the Basic Agreement and Area Standards Agreement were incorporated into single production agreements, while also standardizing and improving conditions in various areas, such as expanded non-discrimination

language and increased minimum call language where appropriate.

Looking forward, the Department will be kept busy with upcoming negotiations, including Cranetown’s low budget dramatic and non-scripted low budget agreement, Fremantle and ShineEndemol’s low budget non-scripted agreements, the AICP contract, and the Low Budget Theatrical Agreement.

As employment continues at record levels, the Department will continue to prioritize organizing and contract negotiations as its primary focus in 2019. The Department must continue to build on its solidarity and address important issues as it builds on the successes of 2018.

President Loeb thanked the Department for its report. There are record levels of employment throughout the jurisdiction of the motion picture and television Locals. The IATSE must continue to be mindful about organizing in this area. The Department had a very busy year in 2018, and is clearly well-positioned to continue to negotiate good, solid contracts.

IATSE TRADESHOW AND DISPLAY DEPARTMENT

International Vice President and Director of the Tradeshow and Display Department Joanne M. Sanders, International Vice President C. Faye Harper, International Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, John Gorey, James Brett and Benjamin Hague provided the following update of Departmental activities since the General Executive Board meetings held in New York, NY in August 2018.

Canada Organizing

In October 2018, the Ontario Labour Relations Board certified IATSE Local 58 as the exclusive bargaining agent for audio visual employees regularly employed at the Sheraton Centre Hotel in Toronto after more than two years of litigation. PSAV has filed for judicial review of this decision and a hearing date has been set for June 2019. In addition, PSAV filed a motion to stay the certification pending the outcome of the judicial review. This stay motion was argued in early January 2019 and the parties now await a decision of the courts.

PSAV is the exclusive audio visual provider at Hotel X which is located on Exhibition Place grounds and therefore subject to the terms and conditions of the Local’s Exhibition Place collective agreement. Hotel X and PSAV refuse to acknowledge the Local’s collective

agreement claims to the audio visual work taking place in the hotel. As such, the Local has filed several grievances which are in the process of being set down for litigation.

The Ontario Labour Relations Board certified IATSE Local 58 as the exclusive bargaining agent for Freeman AV audio-visual technicians working at the Metro Toronto Convention Centre in Toronto in July 2018. Negotiations for a first contract are scheduled to begin later this month.

With the assistance of the International, IATSE Local 63-Winnipeg continues to engage in discussions with Freeman AV management with a view to finalizing a collective agreement covering work in Winnipeg. IATSE Local 210 – Edmonton, IATSE Local 212 - Calgary and Freeman AV have also been engaged in discussions with a view to finalizing a collective agreement covering the Province of Alberta.

Education and Training

The Department continues to promote the Freeman Customer Service Training Seminar to Canadian Locals and is currently working on scheduling further seminar dates with IATSE Local 58.

In August 2018, International Representatives Jason Vergnano and Jim Brett attended the Canadian Institute of Theatre Technology Annual Conference and Tradeshow at the Meridian Centre in St. Catharines, Ontario. The new IATSE tradeshow booth made its Canadian debut with the assistance of IATSE Local 461 members. The tradeshow was well attended by industry professionals, academic institutions, theatre students and other industry stake holders.

Negotiations

Representative Mark Kiracofe assisted Local 7 in its negotiations with Shepard Expositions. Shepard was added to the Local's General Service Contractors Area Standard Agreement for all work produced in Denver.

Representative Dan'l Cook assisted Local 9 in securing an agreement with Great Lakes Events, a regional exhibition employer. Highlights of the agreement include a wage and benefit package providing an average 3.3% increase each year of the three-year term. The Local ratified the agreement at its January 2019 meeting.

Local 10 renewed its contract with Great Lakes Events with the assistance of Representative Cook. Highlights of the agreement include annual wage increases and the addition of contributions to the IATSE Pension in years two and three.

Local 31 adopted the Tradeshow Area Standards Agreement in its last round of negotiations. Business Agent Jason Taylor, with the support of his Executive Board, worked to ensure that all tradeshow employers working in the jurisdiction would eventually sign on to the agreement. To its credit, the Local was successful in acquiring signatures on the agreement from the majority of tradeshow employers working in the area. The agreement expired in December 2018 and the Local is working with Representative Gandolini on its renewal. Proposals have been distributed to all signatory employers and are being executed and returned.

Representative Kiracofe was assigned to engage in negotiations for the Exhibitor Appointed Contractor (EAC) Area Standard Agreement in Nashville in December 2018. Representatives of Nth Degree, Czarnowski, Renaissance, Sho-Link and GES Expo Services met with the union and settled on a 5-year contract that will increase the current economic package significantly over the term.

Local 50 continues its efforts to secure a renewal agreement with Sacramento Theatrical Lighting (STL) and finalized a three-year term agreement with GES that included wage and benefit increases.

A representational election for the video production employees at the Mass Mutual Center in Springfield, MA was held in August 2018 with employees voting unanimously for the union.

Representative Kiracofe is currently working with Local 53 to negotiate a first contract with the facility management.

In early 2018, Vice President Sanders and Representatives Cook and Hague were assigned to assist Local 77 with negotiations for the PSAV Convention Center and the Atlantic City Sheraton Hotel agreements. The Local secured three-year renewal agreements at each of these venues that included language improvements and increases in the wage and benefit package.

In October of 2018, Representative Cook was assigned to assist Local 423 with Global Experience Specialists (GES) and Brede contract negotiations. Highlights of the three-year GES agreement include wage increases in each year and improved conditions.

Vice President Faye Harper was assigned to assist Local 834 with its negotiations for an area standards agreement covering the EACs doing business in the jurisdiction. Highlights of the three-year agreement include yearly wage increases, substantial increases in benefits, and contributions to the IATSE Training Fund.

The Local ratified the agreement at its November 2018 membership meeting.

Vice President Sanders and Representative Gorey continue to assist the Florida Locals in negotiations for their General Services Contract. The GSC is a statewide agreement covering the jurisdictions of Locals 60, 115, 321, 412, and 835. The largest employers in the Tradeshow industry are signatory – Allied/Brede, Freeman, GES, and Shepard. Once negotiations are finalized, several other employers sign on to the agreement.

Industry Tradeshow Events

Representative Kiracofe facilitated the use of the IATSE exhibit at the following trade show events:

LDI - October 18 to 21, 2018 - Las Vegas Convention Center

IAEE Expo Expo – December 10 to 12, 2018 - Morial Convention Center

Training

The Department has delivered Customer Service Training to Locals 15, 126, 127 and 205.

The Department has participated in AV Essentials training with Locals 8, 15, 30, 31 and 631

Exhibitor Services and Contractors Association (ESCA)

Vice President Joanne Sanders and Representatives Gandolini and Hague attended ESCA's Annual Business Meeting/Awards Ceremony held in New Orleans in conjunction with the IAEE Expo! Expo! in December 2018. Vice President Sanders and Representative Gandolini also attended ESCA's Labor Management Council meeting at the Morial Convention Center.

International Association of Exhibitions and Events (IAEE) Expo! Expo!

Representatives Gorey and Hague represented the Department at the annual IAEE Expo! Expo! event held at the Morial Convention Center in New Orleans in December 2018. The Expo includes sessions with industry experts covering current topics of interest to tradeshow employers and union representatives. This year, a panel discussion entitled "Risk Management: Event Managers' Orientation to Work Rules and Regulations" was of particular interest to the IA. Panelists included representatives from two IATSE signatory employers, GES and the Fern Company. The session

introduced a PowerPoint presentation that ESCA's Labor-Management Council developed over the past few years which Representative Gandolini participated both developing and presenting.

Freeman AV

IATSE's relationship with Freeman AV continues to grow. Freeman continues to be very supportive of IATSE's training efforts.

OnServices

Trustee Cota continues to build relationships with OnServices in the Southern California region which will help the department build on its efforts there.

AV Tranquility National Agreement

AV Tranquility is the installation arm of LED Tranquility, which is a manufacturer of LED walls, automated lighting, and static lighting located near Chicago, IL. Business Representative Joseph Miller from Local 38 in Detroit had signed a short-term agreement with AV Tranquility to cover local tradeshow work in the Detroit area. The company had a great experience working with Local 38's crew and became interested in using IATSE crews nationwide. Representative Hague negotiated a national agreement with AV Tranquility covering the jurisdiction of Local 8 in Philadelphia, Local 22 in Washington, DC, Local 33 in Los Angeles, Local 38 in Detroit, Local 122 in San Diego, Local 504 in Anaheim, Local 614 in San Bernardino, Local 631 in Orlando, and Local 720 in Las Vegas. The agreement provides area standard wages and conditions for each of these Locals through 2020. The Department will provide support to AV Tranquility with contract implementation as they begin to use their agreement across the country.

Show Services LLC

Representative Gandolini worked with Locals 10, 12, 25, 42, 66, 87, 200 and 285 to renew the national agreement with Show Services which expired December 31, 2018. Highlights of the five-year renewal agreement include annual increases into wages and/or benefits.

President Loeb thanked the Department for its hard work. He noted that the number of National Agreements has strengthened local unions and provide a launch point for adding new local unions to those relationships and organizing other companies.

President Loeb encouraged the Department to monitor employers/agreements and report on any that

raise concerns, explaining that the industry is dynamic—not static—requiring agile responses.

IATSE COMMUNICATIONS DEPARTMENT

Communications Director Matthew Cain, International Representative Krista Hurdon, and Communications Coordinator Jonas Loeb provided an update on the activities of the Communications Department since the August 2018 General Executive Board meeting.

The Communications Department has spent the last six months building on its momentum and more effectively connecting with all IA crafts. The Department's representatives have contacted many new members, traveled to several IA District Conventions and visited members on film sets in the Southeast U.S.

Communications Coordinator Loeb attended Officer Institute 1.0 in Toronto and a recent Communications for Union Action training in Atlanta to discuss best practices and exchange insight with other local union representatives. At the recent communications training in Atlanta, he offered a presentation about social media for the Locals in attendance. Department Director Cain presented social media training for local unions at the Canadian Convention during the summer of 2018. The Department remains available to assist IA Locals wishing to set up social media accounts and train staff, members, and volunteers on best practices. Locals are encouraged to contact the Communications Department.

The report detailed the Communications Department's continual efforts to elevate the Alliance's profile on social media platforms. The IATSE Facebook page, for example, has generated interest from hundreds of new users in past months. Recently, content from the IATSE Facebook page was exposed to social media users, on average, 356,321 times per month, up from 189,405 times per month in the first half of 2018. By this measure, the Alliance's presence on social media has increased by 88% during that time span. Similarly, the IA Twitter account receives over 140 new followers per month in comparison with 115 new followers in the first half of 2018 and IA Twitter content was exposed to 73% more viewers in recent months.

Some of the best performing posts of the year pertained to the IATSE's 125th Anniversary. The IATSE 125th Anniversary video was the best performing post during the second half of 2018, with over 115,000 views across Facebook and YouTube. A video of Justin Trudeau congratulating the Alliance on its 125th anniversary also received 95,500 views on the IATSE Canada Page. The

IATSE's 125th Anniversary video has been translated and released in French. The video now features French narration and, where appropriate, French subtitles. General Secretary-Treasurer Wood led this project together with the Communications Department and the video can now be used by Quebec Locals as an informational tool. It will complement other French-language versions of IATSE materials, including the Constitution, Official Bulletin, and other published materials.

Pro-union content delivered by the Department continues to perform well on social media platforms. One post went "viral" in September, reaching over 200,000 users on both platforms. Other tweets with high engagement numbers include a graph plotting union density against the share of income going to the top 1% U.S. income earners and a recent magazine article explaining why working people should not cross picket lines. In Canada, the IA's social media presence has also continued to grow. One particularly noteworthy Twitter post reached nearly 15,000 people and received positive responses from member expressing their union solidarity.

The Communications Department, as one of its main tasks, continues to support local unions and the Alliance during ever-intensifying organizing campaigns. When Local 58 was locked out of Exhibition Place in Toronto, the Communications Department participated in the "#58LockedOut" social media campaign, creating original graphics and even live streaming the Local's picket line in September. A petition concerning the lockout attracted more than 5,000 signatories urging an end to the dispute and Local 58 shared the signature list with the Toronto City Council. The Department also offered similar support to Locals in the U.S. in connection with their recent organizing campaigns.

Communications continues its close cooperation with the Political and Legislative Department. Leading up to 2018 U.S. federal, state, and local elections, the hashtag "#IATSEVotes" was established to unite members and encourage them to vote. The response to this campaign was overwhelming. Hundreds of members participated on Facebook, Twitter and Instagram.

The Communications Department has recently created a #MemberMonday digital campaign. Once per month, the Department will feature an IATSE member's powerful story on IA social media. Member Monday is a way to show that all members are united by the unique qualities of the work they do and the strength of their union identity. The effort has been successful and Locals are encouraged to continue sending inspiring stories to the Communications Department for use in future Member Monday posts.

A post promoting applications for Walsh/Di Tolla/Spivak Foundation scholarships became one of the best-performing posts on Facebook in December 2018. Each Tuesday, the offerings of the Training Trust Fund (TTF) are shared using the hashtag #TTFTuesday and IATSE social media accounts have been a useful way to share information about upcoming Education Department trainings.

To support Locals that wish to become more active on social media, the Department has begun posting articles, graphics, and other content in a Facebook group called "IATSE Communicators." The group is designed to empower Local social media managers to create their own posts about shared information and tailor their communications to their own needs. The Department continues to encourage those who manage social media accounts for IATSE Locals to contact the Communications Department and join this group.

The Department continues to engage with reporters at trade publications and media organizations. To further refine its outreach, the Department recently began using a new software program to track entertainment industry press and media trends. With these new efforts, the Department will be equipped to quickly identify coverage and prepared to respond. Those reporting reiterated that local unions are encouraged to reach out to the Communications Department for support and press strategy. The Department is building for the future and looks forward to supporting the Alliance's initiatives going forward.

President Loeb noted that the Department supports all of the Union's initiatives, including political activism, organizing, bargaining, training, and supporting young workers. All of the IA's campaigns are supported by the Department. In addition, the Department encourages and supports local unions developing their own communication programs. On behalf of the Board he thanked for the Department for its work.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia A. White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, and ICAP members Alan Rowe and Kent Jorgensen reported on the recent activities of the Education and Training Department.

Union Leadership Training

IATSE Officer Institute

To date, 792 officers from 197 local unions have graduated from the Officer Institute, and over 90% of the total IA membership has had at least one officer attend.

The financial subsidy for small Locals (those with less than \$250,000 in gross receipts) will continue in 2019 and makes it possible for many small Locals who otherwise could not participate to do so. Some IATSE Districts also subsidize attendance at the Officer Institute and interested Local leaders should contact their District Secretary. Subsidies are in high demand and qualifying Locals are urged to apply immediately.

Upcoming 2019 Officer Institute Dates and Locations:

March 11 – 14, 2019
San Francisco, CA (U.S. Locals only)

October 21 – 25, 2019
Minneapolis, MN
(U.S. and Canadian Locals)

Advanced Secretary-Treasurer 2.0

The rigorous Advanced Secretary-Treasurer class, or "2.0", remains popular. The next Secretary-Treasurer 2.0 course will be held December 10-13, 2019 in Houston, Texas, for both U.S. and Canadian Local leaders.

Local Union Trustee Training

The Local Union Trustee Training has been presented four times, each to full classes. The next session is scheduled for May 20-21 near Baltimore, Maryland.

At this class, Trustees learn about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and how to support good financial practices in their Locals.

Only people who are currently elected as Trustees and who are responsible for the periodic review of their Local's books and records are eligible to enroll in this course. There is no other prerequisite. This course is not appropriate for Benefit or Training Fund Trustees.

Organizing 2.0

The Organizing 2.0 class has been expanded to four days and will be presented twice in 2019.

Upcoming Organizing 2.0 Dates and Locations:

October 1 – 4, 2019
Columbus, OH

December 10 – 13, 2019
Houston, TX

During the winter and spring, the Department will be launching several two-day classes for organizers and other Local leaders, to respond to the many requests for more training on topics related to internal and external organizing. These classes give time for more in-depth study and focus.

Communications for Union Action

The first of these new trainings was held in Atlanta, Georgia on January 17-18, 2019. Assistant Director Cavanagh was joined by instructors Patrick Scott, from the AFL-CIO Organizing Institute and Patricia Westwater, a labor educator with expertise in communications, for this new two-day course which offered practical instruction about how to engage and motivate people to action. Sessions included: leadership principles and tools for both internal and external organizing, recruitment of activists and developing leaders, articulating a vision, messages and messaging, planning for strong communications, the power of listening and more. Participants moved from theory to the practice of concrete skills. Twenty-four graduates left class ready to move an action forward and foster growth and strength in their Locals.

Leadership Development Week

Leadership Development Week is a new week-long training event being held in Linthicum Heights, Maryland, at the Maritime Conference Center from May 20-24, 2019, which offers participants the opportunity to customize their leadership training. Participants will be able to choose up to three different one or two-day trainings from a choice of seven presented over the course of the week. The courses to be offered are:

- Collective Bargaining
- Local Union Trustee Training
- Internal Organizing
- Public Speaking and Telling Our Union Story
- Respectful Local Unions/Respectful Workplaces
- Labor Law
- Communications for Union Action

All the Officer Institute courses are tailored to the IATSE Applications. Information and subsidy forms can be found on the IATSE website: www.iatse.net/member-education/iatse-officer-institute

Staff Training

As is now the IA's annual practice, the General Executive Board, International Representatives, and key staff will participate in the annual staff training from April 15-18, 2019. President Loeb, General Secretary-Treasurer Wood, and the Board grow and strengthen their own skills at this annual training.

District Convention Education Sessions

District Conventions begin in May and will run through the summer until the end of September. As usual, the Education and Training Department will present training sessions at each convention. This year, the session topic will be Conflict Resolution, taught by experts from the Actors Fund of America.

Education Session During this GEB Meeting

On Wednesday, February 6 from 2:30-4:30 p.m., a workshop entitled "Training for Growth and Strength". This was an engaging, interactive session for local union officers and representatives to assess what types of training are needed to propel the IATSE's development of an organizing culture to the next level. Diane Thomas-Holladay of the University of Arkansas Labor Education Program facilitated, assisted by Vice Presidents, Department Directors, and senior staff.

Labor Education Assistance Program (LEAP)

This program provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Local officers are reminded that this benefit is available through the International, and are encouraged to visit www.iatse.net/member-education/leap where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Road Show "Why Unions Still Matter"

The IATSE Road Show: "Why Unions Still Matter" teaches IATSE members how unions and worker power build an economy that creates jobs, raises wages, and promotes a better quality of life for all.

Since the last General Executive Board Meeting in August of 2018, it was presented six times in four cities across the U.S., by Local 2 in Chicago, Illinois, three times in New York City by Locals USA829 and 764, by Locals 492, 798, and 161 in Nashville, Tennessee and by Local 478 in New Orleans, Louisiana.

The presentation is available free of charge for local unions or groups of Locals in a city to present to their members, families, friends, and other community members.

There are versions for both Canadian and U.S. Locals. Interested local unions may contact Jennifer Halpern jhalpern@iatse.net at the IATSE office to bring this presentation to their town.

“Passion and Pay”

“Passion and Pay” is a PowerPoint presentation available to all local unions, upon request. It contains basic information about unions and the nature of work in the entertainment industry as it relates to basic personal economics and the current state of the economy. The current version was designed specifically for use by local unions and can be easily customized with specifics about a particular Locals and craft, for use in membership presentations, student outreach, new member orientations, and as an organizing tool.

Interested local union officers may request a copy from the Education Department, in the IATSE General Office.

Student Outreach

The Department student outreach initiatives are designed for the workers of the future, who are diverse, digitally-literate, and eager to be part of the IA and the entertainment industry.

Also available to IATSE Locals and members is a webinar designed by International Representative Allison Smartt and CreativeFuture, which gives instructions on how to go into a school and teach students from Kindergarten to 12th grade about responsible digital citizenship.

Roundabout Theatre

Department Director White reported on the IATSE partnership with Education at Roundabout Theatre, and the two programs that make up that partnership “Hidden Career Path Days” and Theatrical Workforce Development Program (TWDP). These programs aim

to break down barriers that prevent young New York City students from joining the industry, create tangible pathways for economically disadvantaged students into satisfying and sustainable careers, and cultivate a more diverse technical theatre workforce.

Hidden Career Path Days, in its seventh year, exposes New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers. This school year, so far, students experienced interactive mini-lessons taught by IATSE Local One member-volunteers about stagecraft, electrics, and sound, as well as Local One member-led backstage tours and question and answer sessions at Radio City Music Hall, Carnegie Hall, Circle in the Square, the Barrymore Theatre, the Sondheim Theatre, and the New Victory Theatre. Spring Hidden Career Path Days will be held so that students can learn about careers in Wardrobe (February 15), Hair and Makeup (March 1), and Front of House (March 29).

TWDP aims to train recent New York City public high school graduates who are interested in careers backstage and get them on the path to good jobs. The IATSE Education and Training Department consults with Roundabout on curriculum, helps provide access to industry experiences, and coordinates mentors from IA membership for the students. This three-year program welcomes a new cohort of fellows each fall.

IATSE members and Locals give generously of their time to make both the Hidden Career Path Days and the Workforce Development Program happen. International Vice President and Local One President James J. Claffey, Jr. and Local One Trustee/Sisters Committee Chair Eileen Macdonald continue to be incredibly supportive, along with many other Local One members. At Local 764, Secretary-Treasurer Martha Smith assists the program in invaluable ways.

Anyone interested in getting involved or becoming a mentor can contact Jennifer Halpern jhalpern@iatse.net at the IATSE General Office. This spring, interviews begin for a fourth cohort of fellows who will begin the program in fall, 2019.

Craft Skills And Safety Training

IATSE Training Trust Fund

The IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF) through its programs in 2018, offered, supported or had a role in 2,525 courses and reached over 13,622 workers with 195,450 cumulative hours of training. Since 2011,

the Fund has offered, supported or been involved in some way with almost 5,243 courses and has reached more than 39,912 IATSE workers with over 434,555 cumulative training hours.

In addition to sponsoring courses and programs, the TTF helps to pay for group training offered by local unions, their training programs and participating employers; provides reimbursement to IATSE workers who obtain pre-approved certifications or re-certifications and builds capacity for training at the local level through the Department's Train the Trainer and OSHA Training Institute Reimbursement programs. The online "Safety First!" curriculum offers every worker access to a full library of high-quality courses that they can study at their own pace.

Other work of the Training Trust Fund includes:

- Piloting a new Train the Trainer Master Class: Creating Curriculum workshop
- Providing free subscriptions to Lynda.com to over 8,000 IATSE workers
- Offering TTF Safety First! narrated format courses available to all IATSE Locals for use with group courses.
- Bringing customized Train the Trainer: Teaching Techniques workshop across the U.S. and Canada
- Taking OSHA 10/ Entertainment Safety Tour across the USA
- Offering AV Essentials and CTS Exam Preparation training
- Reimbursing individuals for CPR/AED, CTS, ETCP and SPRAT Exam Certification Fees
- Supporting locally based training through reimbursements which defray the cost of offering training
- Working with Safety Pass© to deliver online training to Motion Picture and Television workers covered by the Area Standards Agreement
- Continuing to find new ways to reach IATSE workers with safety and craft skills training.

All IATSE leaders and workers are encouraged to check out the TTF website (www.iatsetrainingtrust.org) for updates and information. For more information about available programs and trainings, visit the TTF website, or email or call their office.

IATSE Craft Advancement Program (ICAP)

The ICAP seeks to make sure that all of us in the IATSE work safe every day, maintaining the highest skill level possible. Joe Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sheila Pruden, Local 873, Eddie Raymond, Local 16; and Chairperson Alan Rowe, Local 728 are the members of the ICAP.

Each year on April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember all who have suffered and died at work and to renew the fight for safe jobs. In Canada, the same observance is known as the National Day of Mourning. This year, the custom, the whole IATSE will join in a Moment of Silence in observance of the United States Workers' Memorial Day/ Canadian National Day of Mourning. Since April 28 is a Sunday this year, details with the exact day and time of IATSE's observance will be announced closer to the day.

The International also observes North American Occupational Safety and Health Week (NAOSH) held this year from May 5-11. This is a week dedicated to raising the awareness of safety in U.S., Canadian, and Mexican workplaces. Annually, IATSE encourages all IATSE Locals to schedule safety related events during this week. Events may include trainings, articles in newsletters, reminders on call sheets, social media posts about skills and safety, or additional safety meetings at work.

The "New World Rigging Symposium" will again be presented at the annual USITT Conference, in March, in Louisville, Kentucky, with ICAP Member Eddie Raymond and other members of the ICAP instrumental in creating the sessions. This will be a great opportunity for any member looking to expand their knowledge of entertainment industry rigging. For more information, see the USITT website: www.usitt.org/2019-new-world-rigging-symposium/.

Entertainment Technician Certification Program (ETCP)

In response to requests from both workers and employers, the hours requirement to take the Portable Power Distribution Technician (PPDT) exam has been reduced from 2500 to 2000 hours, and the PPDT exam has been recently translated into French, so more workers than ever are now eligible to take this exam.

The Training Trust Fund fully reimburses IATSE workers who pass any of the ETCP certification tests for the complete \$550 exam fee. It will also reimburse for re-certification fees.

AVIXA Partnership and Audio-Visual Training

International Representative Ben Adams reported on

the IATSE Training Trust Fund partnership with AVIXA (formerly InfoComm).

Since the summer 2018 General Executive Board Meeting, one hundred and nineteen technicians have taken the Audio-Visual Essentials course in six cities: Philadelphia, Pennsylvania (Local 8, their fifth class); Orlando, Florida (Local 631, their third class); Indianapolis, Indiana (Local 30, their third class); Seattle, Washington (Local 15, their sixth class); Kansas City, MO (Local 31); and Boston, Massachusetts (Local 11). IATSE technicians have also taken Certified Technology Specialist (CTS) classes at Local 2 in Chicago, Illinois, and at Local 15 in Seattle.

To date, over six hundred IATSE workers have completed all requirements and received the AVIXA/IATSE Live Event Technician Certificate. Since the partnership with InfoComm/AVIXA began, IATSE members have completed over 6,000 AVIXA online courses, 70 IATSE members are Certified Technology Specialists, and that number continues to grow.

Locals interested in scheduling an Audio-Visual Essentials training should book by contacting the Training Trust Fund at info@iatsetrainingtrust.org or International Representative Ben Adams at badams@iatse.net.

All IATSE members are eligible for free memberships in AVIXA; there are over 4,500 IATSE members enrolled as members of AVIXA.

Education and Training Department News

On January 7, 2019 Hannah D'Amico joined the Education and Training Department team as its first-ever Safety and Training Outreach Coordinator. Hannah is a recent graduate of Rutgers University School of Management and Labor Relations with a Bachelor of Science in Labor Studies and Employment Relations with a concentration in Law and the Workplace. She also holds an OSHA 30 General Industry certification. She will work in the New York General Office.

President Loeb observed that the progress of the Education Department is outstanding—over ninety percent (90%) of local officers have participated in training and instruction since the Department's establishment. President Loeb notes that level of training changes the Alliance. He encouraged the Department to undertake more outreach to smaller local unions, which may find LEAP and the training for trustees easier to do initially. He reminded local unions that training and education act as insurance for everyone.

President Loeb spent some time talking about the upcoming Leadership Development week which he explained is a natural outgrowth of the LEAP and Officers' training 1.0 and 2.0. He noted that the goal is to build a network of labor leaders, which will further strengthen the International.

Moreover, the Alliance will maintain its outreach programs to economically and socially diverse students, which is not only the right thing to do but also provides a pathway to membership for those who have been trained.

President Loeb implored the membership to take advantage of the craft and safety skills training and certification offered by ETCP, AVIXA. "We have to be the best and safest workers," he said. He was extremely impressed about the 39,000 workers who have been trained, which he observed "is changing the culture of the shop floor." President Loeb continues to encourage local unions to identify members to take ETCP training and tests. Moreover, the Locals should determine workers who are ETCP certified and bring them into membership; by doing so, the Local can expand its jurisdiction.

Likewise, with AV/AVIXA training; Locals should bring into membership those who hold these certifications. President Loeb noted his excitement about the more than 7,000 members who have successfully completed AV training.

He observed that Locals are better equipped to represent members because of the instructions they have received. The success of the education and training programs have led directly to the wellbeing of the membership and their families.

President Loeb concluded by stating the Education Department is an absolute success story. The International is leading the labor movement in this regard. He singled out Director White for her vision and leadership noting that she has structured the Department and programs in a way that is extremely effective.

IATSE BROADCAST DEPARTMENT

Department Director Sandra England, along with International Representatives Fran O'Hern, Steve Belsky and Rachel McLendon reported on recent developments within the Broadcast Department. As has been previously reported to the Board, Department Director England discussed the changing nature of televised sports distribution and the uncertainty it has brought to regional sports networks. The still pending corporate transaction between 21st Century Fox and The Walt Disney Company leaves questions surrounding twenty-two regional sports networks. Yet sports teams will still require broadcasters

to carry their content. Strong local unions of the Alliance that foster close communities will flourish regardless of the distribution method used.

The report provided an update on the status of various collective bargaining agreements covering broadcast technicians. In Washington and Oregon technicians with Local 793 concluded negotiations for a successor agreement with Root Sports Northwest. The Local sought to address the rising cost of living in the Pacific Northwest, standardize and unify terms throughout Washington and Oregon, and simplify the wage structure. The new four-year contract satisfies the Local's objectives.

In Chicago, Local 762's contract with Program Productions, Inc. has expired. The parties have been meeting and are hoping to complete a successor agreement soon. However, Chicago professional sports teams are currently renegotiating their telecast rights agreement with a major network. It is unclear that all teams will remain with their current rights-holder. At least one team is exploring a stand-alone regional sports channel of its own.

The Department is amid negotiations with various crewing contractors that cover the productions of multiple sporting events for teams traveling into locations in the Southwestern U.S. (Arizona and Texas) and Southern California. The Department had the goal of unifying and standardizing the contract terms in these territories for technicians in Southern California Locals 600, 695, 700, 795, 800, and 871, as well as Local 748 and Local 796 in Arizona and Texas, respectively. This venture has been painstaking, but the Department has made broad strides toward achieving this goal.

The collective bargaining agreements with Fox covering Locals 745 and 414 in Minnesota and Wisconsin will expire in June 2019. As reported elsewhere, the anticipated Fox-Disney transaction remains pending and may affect these regional sports networks. Both Locals are preparing their members for successor collective bargaining and they remain unified while the disposition of the networks is unknown.

Local 119 in the San Francisco Bay Area and Sacramento concluded negotiations with Program Productions, Inc., Rush Media Company, and LDM Worldwide for a first contract. The Local has also been recently recognized by another employer is currently in bargaining for a first contract with J-Dub Production, Inc.

The IATSE represents technicians working for the Big Ten Network in Minnesota, Wisconsin, Iowa, and Maryland. The IATSE also represents the traveling

technicians working on sports telecasts of Big Ten college athletic conference schools that air on the Network. The Department has recently settled backpay issues for technicians working in Iowa and travel conditions for traveling technicians. The Department expects that payment for all outstanding monies will be forthcoming. As was previously reported, the Alliance now also represents the technicians working in the Big Ten Network's Chicago-based remote broadcast studio. The negotiation committee is scheduling dates and developing proposals in anticipation of bargaining with the Network for a fair first contract to cover those employees.

Local 745 in Minnesota won an NLRB election to represent technicians working on NBC Sports Network hockey events originating from the home arena of the Minnesota Wild. The company has proposed reducing the daily guaranteed hours. Local 745 continues to bargain. The reduction in the daily guarantee would significantly undercut their standard fringe benefit payments. The Alliance will continue to be involved in this process and support the Local as it seeks to achieve a fair agreement.

International Representative Fran O'Hern recently assisted Local 38 in Detroit with its contract negotiations for members working at the WJBK television station. Members had been working at the station for a long period without a contract. Ultimately, Local 38 prevailed upon the employer to remove roadblocks between the parties and achieved an agreement with long overdue wage and benefit increases.

Elections were held amongst the employees of Golf Channel for Chief Stewards, Health and Welfare Officers and Safety Officers. Employees from each craft were also nominated to become representatives on the negotiating committee. An active and engaged membership will lead to better representation of these employees going forward. The Department has also developed and instituted a training program for qualifying technicians in broadcast and stage Locals to be added to the Union's referral lists as local hire utility technicians. The program has now trained over fifty technicians and will be setting up training in additional areas.

The Department continues to research and monitor developments for workers in the burgeoning electronic sports (Esports) leagues. The Department believes this area will continue to grow. It is believed that Esports might one day rival the current U.S. professional sports leagues. Representative O'Hern attended the Sports Video Group's summit on the industry and gathered valuable insight.

The Department has several ongoing organizing

drives active in various regions across the U.S. Some are underway in conjunction with IA Locals others are centered in areas where no broadcast Local currently exists. As noted in a separate report, workers in South Florida voted for IATSE representation last month and the Alliance welcomes them.

The Department continues to develop training programs relevant to broadcast technicians including fiberoptic cable training, IP based networking and transmission, and golf course utility training. Broadcast technology and systems are quickly changing. The Department strives to keep members trained and ready for whatever this changing industry will bring.

President Loeb noted that he was encouraged by the report. Changes in the industry are on the horizon and the IA will stay on top by remaining active and organizing. On behalf of the Board he thanked the Department for its efforts to faithfully represent members in the broadcast industry.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Peter DaPrato, Jason Vergnano, Krista Hurdon and Jeremy Salter, Canadian Labour Congress Delegate Siobhan Vipond, IATSE Canadian Office Operations Manager Nate Richmond, Canadian Legal Counsel Ernie Schirru, and Local 295 President Celeste Pinder reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in New York, New York not covered in separate reports.

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meeting. The charts confirmed that Canadian staff has been working on a number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Organizing Campaigns

A review of current and upcoming organizing campaigns spearheaded by the Canadian Office following the hire of International Representative Jeremy Salter was discussed.

Organizing Successes

Local 58 Toronto – Stage

Artscape - Wychwood Barns is an event space in midtown Toronto which employs four technicians on a regular basis. The Local filed for certification and won the vote unanimously. This marks the third property managed by Artscape which the Local has organized. The Local has commenced negotiating a first agreement.

The Phoenix Concert Theatre is an iconic concert nightclub located in downtown Toronto. The Local filed for certification in November 2018 seeking to represent stagehands. The employer is fighting the application A representation vote was held in December 2018 and the ballot box was sealed pending a resolution of the legal challenges. The matter is currently before the Ontario Labour Relations Board and scheduled for hearing dates later in 2019. The parties have, however, agreed to meet to discuss possible resolution of the legal challenges and a framework for a collective bargaining relationship in the interim.

Local 118 Vancouver – Stage

Local 891 certified Nasco Staffing Solutions in 2007, with a bargaining unit of 330. Since then, little work has been performed by Nasco in the jurisdiction covered by the Local 891 collective agreement. In 2017, Nasco filed an application seeking the termination of Local 891's bargaining rights on the basis of abandonment. That application was defeated by the Local. More recently, Locals 891 and 118 agreed to transfer Local 891's Nasco bargaining rights to Local 118. With the assistance of the International, an application was filed with the British Columbia Labour Relations Board (BCLRB) to formally transfer Local 891's bargaining rights over to Local 118. In January 2019, this transfer request was approved by the BCLRB.

Local 129 – Stage

Local 129 filed an application for certification of stage employees working at the First Ontario Milton Performing Arts Centre in September 2018. The First Ontario Milton Performing Arts Centre is an interdisciplinary arts venue that features six distinct spaces: the 500-seat Mattamy Theatre, the multi-purpose MinMaxx Hall, the Holcim Gallery, the Del Ridge Community Room, and two art studios. A vote was conducted shortly thereafter by the Ontario Labour Relations Board and affected employees voted unanimously in favour of being represented by Local 129. The Local is currently in the midst of bargaining a first collective agreement.

Local 168 Vancouver Island – Stage

In November 2018, with the assistance of Representative Neville, Local 168 filed an application for certification of the Mary Winspear Centre Foundation, a theatre located in Sydney, British Columbia on Vancouver Island. The Mary Winspear Centre is a not-for-profit event, conference and theatre facility that includes the 310-seat Charlie White Theatre, the 8,100 sq. ft. Bodine Family Hall, a gallery, activity rooms, and over forty acres of parkland. It hosts theatrical productions, art shows, conferences, concerts, and community events. A representation vote took place in December 2018 and the employees voted overwhelmingly in favour of the Union. The Mary Winspear Centre was certified on December 12, 2018. Representative Neville will be assisting the Local in negotiations for a first collective agreement.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals. The Canadian Office has seen an increase in the assistance sought by Locals due to increased organizing by Canadian Locals and the challenges associated with negotiating a first collective agreement with a newly organized employer. In total, the Canadian Office is assisting in forty-one separate negotiations involving seventeen Locals. A number of the bargaining assignments are still open and were not reported on. Some of the concluded assignments are summarised below.

Local 129 Hamilton – Stage

With the assistance of the International, Local 129 secured a three-year renewal agreement with the Local's largest employer, Spectra Venue Management covering the First Ontario Place Arena, Hamilton Place Theatre and the Molson Studio, all located in Hamilton, Ontario. Highlights of the renewal agreement include yearly wage increases and language additions to further protect the Local's bargaining rights and the introduction of the Canadian IATSE Health Plan for employees along with an increased health contribution.

With the assistance of Representative Vergnano, Local 129 was able to secure a three-year renewal agreement with FFP Lasers, a staging production company specializing in pyrotechnics and laser systems. Highlights of the renewal agreement include yearly increases.

Local 168 Vancouver Island – Stage

The Intrepid Theatre Company Society, which runs

the Victoria Fringe Festival, was certified by Local 168 in September 2017. Representative Neville was assigned to assist the Local in its negotiations of a first agreement. A three-year first collective agreement was unanimously ratified in December 2018. Highlights of the new agreement include the inclusion of three stage employee categories including the permanent part-time position of Lead Venue Technician, wage increases in the second and third year of the agreement, cancellation, turnaround and payroll provisions and seniority for work calls and hiring provisions.

Local 295 Regina/Moose Jaw - Mixed

Local 295 secured a renewal agreement with the Reginal Exhibition Association Ltd. (EVRAZ Place), which is a 102-acre sports complex and exhibition grounds that is also home to the new Mosaic Stadium. Despite austerity measures instituted by the Saskatchewan Provincial government, the Local, with the assistance of Representative Jim Brett, was able to secure a new three-year agreement that was overwhelming ratified by the membership in October 2018.

Local 411 Province of Ontario – Production Coordinators, Craft Service and Honeywagon Operators

Local 411, with the assistance of the International, secured a three-year renewal agreement with the Canadian Media Production Association for craftservice and honeywagon operators. Newly appointed Local 411 Business Agent, Anne Paynter, stepped into the bargaining and was able to achieve a very positive outcome for members. Highlights of the agreement include yearly wage increases, increase in daily overtime rates, a meal penalty increase, upgrades when working in a higher classification, non-deductible per diem when on location, complaint procedure regarding truck safety and working conditions.

Local 105 London / St. Thomas / Sarnia – Mixed

Local 105, with the assistance of the International, secured a 5-year renewal agreement with the London Grand Theatre. Highlights of the agreement include wage and benefit increases in each year; an additional hourly increase for certain categories, five paid days of leave for victims of domestic violence, a four-hour call if required to respond to calls, emails or texts outside of working hours if certain thresholds are crossed and matching of all working terms and conditions for wardrobe to stagehands.

*Local 680 Halifax / Dartmouth / Saint John /
Moncton / Fredericton – Mixed*

Local 680, with the assistance of the International, was successful in securing first agreements with the two venues located in the province of New Brunswick it organized in 2017. Highlights of the five-year agreement covering the Imperial Theatre in Saint John, NB, which is a 850-seat seater, include annual wage increases, with some categories receiving substantial increases to their base rates, and a signing bonus based on the previous year's earnings. The agreement also contains strong jurisdictional language as well as a number of improved working conditions. In addition, permanent employees will receive a guaranteed thirty-five hours/week, personal days, retirement contributions (3% matched) and full health coverage (including family) for permanent employees.

Highlights of the five-year agreement covering the Fredericton Playhouse, which is a 709-seat venue, include strong jurisdictional language as well as substantial salary increases.

*Local 828 Province of Ontario - Scenic Artists and
Propmakers*

Local 828, with the assistance of Representative Brett, secured a first collective agreement with the prop shop of the Canadian Opera Company and a three-year renewal agreement covering scenic artists. Highlights of the agreement covering the prop shop include the introduction of health and retirement benefits, enhanced sick pay, jury duty leave and bereavement leave and the resolution of several contentious workplace practice issues.

*Local B-173 Toronto/Hamilton –
Theatre Employees – Special*

Local B-173, with the assistance of Representative DaPrato, has concluded bargaining for five collective agreements. The agreement covering the First Concert Hall in Hamilton contains annual wage increases for a five-year term. The four-year agreement for Compass Group, a large food and beverage operator, contains annual wage increases. The three-year agreement for CCDI, a film distribution company operating in Toronto, contains annual wage increases for the twenty full-time employees. The five-year agreement covering front of house and box office employees at two Mirvish Production theatres contains significant wage increases in the first year of the agreement and then cost of living increases in the subsequent four years as well as employer provided health plan coverage and the introduction of a health

spending account for all part-time employees. The three-year agreement covering box office employees at TIFF Bell Lightbox contains wage increases over three years as well as ten days of emergency leave with the first two days being paid.

Activism

Vice President Lewis highlighted some of the recent activism successes in Canada.

Food Bank Drives

Canadian Locals competed for a fourth year in the Every Plate Full Challenge, which supports Food Banks Canada in their efforts to help the hungry and hurting. With the participation of Locals from across Canada, the IA surpassed its \$100,000 goal, with donations totaling \$100,638.66. At the Canadian Convention in September, awards were presented to Local 58 for Best Community Engagement, Local 828 for Best Social Media Presence, Local 580 for Highest Donation per Member, Local 212 for Largest Donation, and Local 129 for Most Creative Fundraiser.

Every fall, the BC film community participates in their own food fundraiser – the Reel Thanksgiving Food Challenge. They raised over \$214,000 in donations in October, making the film community the largest contributor to the Greater Vancouver Food Bank. The International again sponsored for \$5,000, which went towards the total of the production with the highest donation total, which this year was “Supernatural”.

Greater participation at Provincial Federation of Labour Conventions

This past year, representatives of the International, along with many local union delegates attended the provincial federation conventions for BC, Manitoba, NFLD, PEI and Saskatchewan.

National Theatre School

In 2017, following the bankruptcy of Sears Canada, the Sears Drama Festival was in jeopardy of closing permanently. IATSE partnered with the National Theatre School to save the festival and put the call out to Locals for donations. Between the Locals and the International, the IATSE raised \$30,000 to assist in maintaining the festival for 2018. The management of the festival has now been taken over by the National Theatre School. The IATSE and Districts 11 and 12 have committed to donating over the next three years.

CUPW

The Canadian Union of Postal Workers (CUPW) is engaged in a struggle for pay equity, the health and safety of their members, and against precarious work and forced overtime. In November 2018, following rotating postal worker strikes, the federal government introduced back-to-work legislation that CUPW believes is in violation of their Charter right to free collective bargaining. In December 2018, CUPW filed a constitutional challenge of this back-to-work legislation. In doing so, CUPW also took the unusual step of asking other unions for pledges of financial support, if needed, in the form of loans to their strike fund. The IATSE confirmed its support of CUPW's position by pledging a loan, should they need to avail themselves of it.

Student Outreach

The Canadian Office continues its student outreach efforts and has expanded its success in getting a number of Locals representing theatrical crafts to jointly present at various colleges and universities. Participating are representatives from the International as well as Locals 58, 129, 822, 828, 873 and B-173. In 2018, the panel presented at York University, Humber College, and Sheridan College. Representative Hurdon has also been invited back to MM Robinson High School in the spring for their bi-annual Career Fair. In addition, Local 295 recently used the IATSE's Passion & Pay presentation for film & theatre students at the University of Regina and Local 856's Young Workers' Committee did Career Fairs at the University of Manitoba and the University of Winnipeg.

IATSE Speaking on Gender Equality

In November 2018, Representative Neville attended an International policy summit on gender inequality in global screen industries. This summit brought together labour leaders, government representatives from Canadian funding agencies, broadcasters, employers and academics from around the world to the University of Montreal to review and discuss current research on gender inequality in the screen industry. Representative Neville was also a panel speaker during the Whistler Film Festival's "On the Front Line to Parity" series on gender equity, which included a discussion of how to address and measure employment parity by labour and employer representatives.

Why Unions Still Matter

Local 873 hosted a presentation in its new training facility in December 2018 which was attended by fifty members from Locals 212, 411, 822 and 873.

Naloxone Kits

In response to the public health emergency of opioid-poisoning, the BC film unions (DGC, Teamsters 155, UBCP, IATSE 669, IATSE 891 and ACFC West) have partnered with Actsafe to provide Naloxone kits to every BC production, one on-set and one off-set. Naloxone (also called Narcan) is a medication that quickly reverses the effects of opioid poisoning. The unions have sponsored the purchase of these kits through Actsafe and began distributing them to productions in mid-January 2019.

President Loeb commended the Department—which is responsible for the entirety of Canada—for its increased organizing and continued assistance to Locals in collective bargaining negotiations. He complimented the organization and structure of the Department, which form the basis for the Department's effectiveness. He observed that the "Every Plate Full" campaign is an unqualified success story, which has spurred similar volunteerism in the United States. The Department should continue its outreach to students, its civic and community involvement, and its assistance to local unions, particularly assisting the organizing of non-union workers.

IATSE LEGAL DEPARTMENT

General Counsel Samantha Dulaney, East Coast Associate Counsel Adrian Healy, West Coast Associate Counsel Jacob White and Canadian Counsel Ernie Schirru provided the General Executive Board with the report of the Legal Department.

Counsel Schirru updated the General Executive Board on developments in workplace responses arising from the recent legalization of cannabis in Canada. In addition, Counsel Schirru provided an overview of recent federal and provincial government legislation aimed at limiting the rights of unions to engage in lawful strikes. Counsel Schirru concluded his remarks by reviewing the recent Ontario Superior Court of Justice decision in *Mac Day v IATSE Local 873* wherein the Court confirmed that it would not disturb any decisions arrived at by a Local in internal disciplinary proceedings when there has substantial compliance with the trial processes contemplated in the International Constitution.

General Counsel Dulaney and Associate Counsels Healy and White provided a summary of the current status of labor relations in the United States, highlighting a number of recent decisions of interest to organized labor, including the *In-and-Out Burger* and *Capital Medical Centre* cases. General Counsel Dulaney went on

to summarize the Legal Department's participation in various legal profession organizations and conferences.

President Loeb thanked the Legal Department for its work.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Department Director, Erika Dinkel-Smith with Assistant Director Corey Sims reported on the IATSE's legislative priorities, provided an overview of the 2019 election, a review of IATSE members volunteer activity, and a look at the preparations for the 2020 election cycle.

Legislative Update

The Department's legislative outreach efforts have been focused on developing relationships with the newly-elected freshmen members of Congress, labor-friendly Republican members of Congress, and members of the Republican Senate Caucus. Director Dinkel-Smith is working with the IATSE GOP Republican lobbyist to set up introductory meetings with critical staff to discuss legislative initiatives.

Special Talent Visas

The Political and Legislative Department reported at the mid-summer GEB in New York City on the meeting with United States Citizenship and Immigration Services (USCIS) Director Lee Cissna, Assistant Department Director of Motion Picture and Television Production Department, Daniel M. Mahoney, in tandem with the Political and Legislative Department, and other Art Entertainment Media Industries (AEMI) unions regarding the O-1 and O-2 non-immigrant visas available to those with extraordinary ability. Thanks to continuous lobbying efforts by the International, the Department for Professional Employees, and other AEMI labor unions, Unions will now be able to send a copy of advisory letters directly to USCIS. Previously, labor unions could only submit an advisory letter to the petitioner with no assurance it was delivered. This marks the first significant change in the process after years of lobbying former USCIS Directors of previous administrations.

NAFTA 2.0

Director Dinkel-Smith attended the briefing at the United States Trade Representative's (USTR) office where she voiced the IATSE's concerns over the lack of copyright protections and enforcement language in the text. Recently, the USTR released the text of the trade deal and there is

some negative and positive news. Unfortunately, the United States Safe Harbor provision (sec. 512) has been included in the text which will make it more difficult to change the law in the legislature. However, the text does not include the harmful "balance" language that was included in the Trans-Pacific Partnership (TPP). Moving forward, the Legislative and Political Department will work with allies in congress to try and remove the Safe Harbor language in the floor vote.

Kavanaugh Fight

This past fall, the IATSE in conjunction with the AFL-CIO mobilized to challenge the confirmation of Brett Kavanaugh to the U.S. Supreme Court. The Political and Legislative Department engaged activist networks. Members made calls to their U.S. Senators while the Department met with key Senators to encourage a "NO" vote on the confirmation. Although the IATSE was successful with the targeted elected officials, Judge Kavanaugh was ultimately confirmed with a vote of 50-48. The Department will continue to monitor matters that pose a threat to collective bargaining rights, standards, and other cases that could enshrine harmful precedent creating safety challenges to the rights of working people for years to come.

Medicare for All

As part of a broad coalition of unions, members of the Congressional Progressive Caucus, health advocacy groups, retirement security organizations and other progressive member-based organizations, the IATSE has participated in the strategic and planning process to reorganize America's health care system. By being a contributing member of the strategy team, the IATSE has been directly involved with the language and development of legislation that will dictate the implementation and structure of a national health plan, also known as "Medicare for All", to ensure the quality of care current health plans provide is a starting point for any broad changes in health care delivery. The "Medicare for All" bill language was released to the 116th Congress in January and the IATSE signed on as an endorsing organization.

Butch Lewis/Multiemployer Pensions

Currently, the nation is facing a looming crisis of failed multiemployer pension plans. Pension plans for unions like the Central States Teamster's and Mine Workers have been labeled as critical and declining. The likely failure of these pension plans would collapse the Pension Benefit Guaranty Corporation (PBGC) with an overwhelming amount of retirement claims.

In response to the potential collapse of these pension plans, Senator Sherrod Brown sponsored a bill to create a low interest loan program under the Department of the Treasury to help sustain failing pension programs, the new program would be called the Pension Rehabilitation Administration. Although the IATSE Benefit Funds are almost 100% funded, the IATSE signed on in support of the other union's pension programs.

In the fall of 2018, Director Dinkel-Smith became deeply engaged in the legislative solution surrounding the critical and declining pension plans after the Joint Selection Committee (JSC) leaked a potential funding solution. Unfortunately, the funding solution would have only contributed \$3 billion towards a deficit of \$61 billion and in order to secure additional funds, the legislature would have placed fees on collectively bargained pension plans, and increased premiums on healthy plans. The additional funds would have effectively placed the fully funded pension plans, including the IATSE's, into a declining state.

The IATSE was able to successfully fight back against these proposed solutions and the JSC leaked proposals did not proceed to a hearing. However, the looming collapse of the Teamster's Central States pensions funds will require a legislative solution sooner than later. Already, the Butch Lewis Act has been introduced in the 116th Congress. The Political and Legislative Department will continue to monitor the legislation and will aggressively participate in any conversations surrounding the funding solutions.

NEA/Arts Advocacy Day

In March, the IATSE, in tandem with other AEMI unions will head to Capitol Hill to lobby Congress in conjunction with the American's for the Arts, Arts Advocacy Day. The Trump Administration has attempted each year to zero out the budget for the NEA claiming the funding is wasted resources and an ineffective program, the Department anticipates the 2019/2020 continuing budget resolution to do the same. The IATSE, in collaboration with other AEMI unions, will be the voice of workers on the Hill for this event detailing the ways that the arts funding benefits workers in the industry, and how critical these funds are to local economies and an incubator for arts development. AEMI lobby in the past has been successful in securing and increasing funding for the NEA, and we will work to ensure that the current level of funding is maintained if not increased for the FY 2020 budget.

Government Shutdown

Director Dinkel-Smith reported on the work of the

Political and Legislative Department to help end the longest government shutdown in history. The IATSE has been supportive of the 800,000 unpaid and furloughed federal employees by encouraging activism and lobbying efforts.

Electoral Review – 2018

When setting out goals and plans for the 2018 midterm election, the Department's aim was to be a resource available to any Local that requested assistance from the Department. As a result of this approach, the IATSE can say with confidence, that political activism in many Locals across the country has become a part of their culture and will continue to grow into the 2020 elections.

Travel

In order to achieve the success the IATSE saw in 2018, Director Dinkel-Smith and Assistant Director Sims spent a significant amount of time assisting Locals with their 2018 political program. Assistant Director Sims traveled to Boston to assist Local 11 with organizing their political data. In Phoenix, Arizona he assisted Local 336 with an internal phone bank to their entire membership. Business Agent Bill Hennessey and Political Coordinator/Local Secretary Pamela Boyd organized a terrific event where more than fifteen volunteers showed up to make calls. For the final days of the election, Assistant Director Sims traveled to Florida to assist with campaign activities. Local 115 in Jacksonville adopted a day at the local Central Labor Coalition and had roughly twenty volunteers from the Local. In Orlando, Assistant Director Sims, International Representative Ben Adams, District 14 Secretary-Treasurer Kimberly Holdridge, Business Agent Sean Wilson and Local 631 President Paul Cox organized an IATSE phone bank to their membership.

Director Dinkel-Smith traveled to North Carolina to work with Local 635 to develop a political activist program. She then traveled to Las Vegas, Nevada, and worked with Local 720 on a phone bank hosted at the Local 720 Hall. In Detroit, Director Dinkel-Smith worked with Local 38 to develop a political activism program and gave a PAC presentation at which Congresswomen Haley Stevens and Governor Gretchen Whitmer spoke to members of their priorities. The Director also spent time in Los Angeles to give a PAC presentation to Local 892 and coordinate activist efforts for the IATSE targeted congressional races. After leaving Los Angeles, Director Dinkel-Smith traveled to Minneapolis, Minnesota to give a PAC presentation to Local 13 and help develop a plan to engage activists to volunteer with the AFL-CIO. To finish off the last few weeks of the 2018 elections,

she then travelled to Atlanta to give two political/PAC presentations to Local 798 and Local 834, conducted GOTV site visits to Local 798 members with Assistant Business Agent Samantha Reese, and helped Local 798 organize a successful phonebank to all Local members in the entire southern region. In Dallas/Fort Worth and Austin TX, the Department Director worked with Locals 126, 127, and 205 to organize their first internal Get Out the Vote (GOTV) phone bank. Finally, Department Director Dinkel-Smith traveled to New York, to help Locals coordinate and organize the first joint IATSE internal phone bank hosted by Local One to IATSE members in targeted congressional districts.

Voter Registration

The Political and Legislative Department is happy to report that the IATSE, as of last known figures reported in October of 2018, had already met the goal of increasing the total number of registered voters in the IATSE by 5%. Assistant Director Sims trained more than thirty-five Local Leaders and activists on the Local Area Network (LAN) to further empower and provide additional campaign skills to IATSE political activists.

Release Staff

The IATSE participated in the AFL-CIO Release Staff program. The Release Staff program allows for a select number of IATSE members to become temporary employees of the IATSE and report to the AFL-CIO political program to work on the 2018 elections. For the 2018 election program, the Department had a goal of recruiting twenty-five Release Staff across the nation. The IATSE achieved this goal and were able to recruit Release Staff in targeted states like Montana, Arizona, Texas and Florida.

SMS

The Department in collaboration with the Communications Department rolled out the IATSE's first SMS program for the 2018 election cycle. The SMS program is meant to improve the direct line of communication to IA members and activists base. By the end of the election, just under 1,000 members opted in to receive communications from the SMS program. If you are not currently signed up to receive texts from the IATSE, you can text "IATSE" to 21333 from your phones to receive future texts.

IATSE 2018 Election Results and Feedback

The IATSE 2018 post-election survey indicated strong political action on behalf of IATSE members.

Over 96% of respondents voted in the 2018 elections and IATSE members were nearly split regarding their ability to vote in person or by mail. Additionally, the IATSE electoral outreach program successfully communicated with over 50% of IATSE members at least once with many more receiving multiple points of contact regarding supported candidates. The survey also indicated that a vast majority of IATSE members were significantly more enthusiastic to vote in 2018 and that a prime motivating factor was in opposition to the President of the United States. However, only 12.5% of respondents volunteered in the 2018 election. This is an improvement from 2016 but still an area of needed improvement for local political programs. Lastly, the IATSE member respondent showed that over 75% voted in favor of the labor endorsed candidates. Overall, the IATSE political program has shown improvement with member outreach and activist mobilization.

The IATSE-PAC also had the largest year of political contribution spending to date with a total of \$296,500 distributed in contributions to political candidates. The IATSE-PAC also showed a significant gain in impact with an overall win percentage of 84% amongst supported candidates.

One Congressional District which shows the significant impact of IATSE member engagement was California Congressional District 25, formerly held by Representative Steve Knight. Congresswoman Katie Hill won her election by only 21,396 votes in one of the closest elections in 2018. The California IATSE Coalition (CIC) led by Vice President Thom Davis and Vice President Michael F. Miller, Jr. made contact with over 10,000 IATSE voters. Without the work of the CIC, Congresswoman Katie Hill would not have been able to pull through a win.

2018 Analysis

The IATSE Political and Legislative Department continues to analyze the results from 2018 to understand the voting behaviors of IATSE members. Several pieces of data indicate that the 2018 election cycle was historic and unlikely to be repeated in future mid-term election cycles. Early voting records show a significant number of non-traditional mid-term voters turned out to vote. The most surprising block of mid-term voters were 18-30-year-old voters who increased their turn out by upwards of 500% in some states. Lastly, post data voting data revealed that many voters are unlikely to sustain the enthusiasm displayed in 2018 into future election cycles.

In Conclusion

Looking forward to the 2019 and 2020 election cycle,

the IATSE Political and Legislative Department will be working aggressively to improve IATSE's representation in Washington, DC and State Legislative bodies. The legislative initiatives moving forward will still be defensive in nature with small movement toward bipartisan actions.

The 2019 elections will be focused on states and legislative bodies which have a significant impact on IATSE members and the entertainment industry. Additionally, the Department is already analyzing and monitoring the 2020 Presidential Election very closely and will work to ensure all Presidential campaigns have represented IATSE contracts. Already, the Democratic and Republican Presidential primaries are likely to be contentious.

Lastly, the IATSE Political and Legislative Department is committed to working with any Local who seeks to build power through political organizing.

President Loeb thanked Director Dinkel-Smith and Assistant Director Sims for their report. It is crucial that the IATSE remain active in politics, representing the interests of working people in general and the IA's members in particular. Coordinating with other unions that share the Union's interests is vital. The voter registration numbers are good but must be improved. Political involvement makes or breaks success for the labor movement, and the IATSE must, and will, remain engaged. There is hope, but there is a lot of work left to be done.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, and Joanne Sanders, International Trustee Patricia White and retired International Vice President Brian Lawlor presented to the Board a report on the IATSE National Benefit Funds.

The final numbers for 2018 indicate continued double-digit growth with a year over year increase in cash receipts from 2017 of 11.54%. The Funds received in excess of \$417 million during 2018.

Net assets of the Funds have reached approximately \$1.8 billion as of December 31, 2018. Compared to total net assets of \$1.1 billion as of December 31, 2013, asset levels have increased by 67.17%. The year over year net asset increase was 4.32%.

As of January 1, 2019, the IATSE National Health & Welfare Fund provides health coverage to 47,869 lives in one of its eight different Plan options. This represents an increase of 52.6% since 2014.

The IATSE Annuity Fund now has over 80,000 active accounts with retirement account balances in individual self-directed accounts.

The IATSE National Pension Fund provides retirement benefits to 2,500 pensioners and there are approximately 20,000 in the Plan eligible for, or working towards, retirement benefits.

Summary Plan Description booklets have been rewritten and re-styled for Health & Welfare Plans A and C, the Vacation Fund and Pension Funds B and C. The Fund Office hopes to begin distribution of these new booklets and to have them on the Fund's website by the spring of this year. The booklets will be hyperlinked on the Fund's website making it easier to locate information. The new style will make the books easier to read for participants and will have important points illustrated in an easy to reference format.

The Funds Office has reorganized its participant services center to direct calls to specialists. The Annuity Fund has a dedicated area for calls and application guidance which has eased the traffic jam in the unit which handles the Health & Welfare Fund and all other inquiries. Given the working hours of the participants it is advisable, when possible, for contact to be made via email or through the Contact Us area on the website. This will allow Funds Office staff to research the issue and provide a timely response without the frustration that often results from playing phone tag.

The Trustees recently approved the addition of several new staff positions over the course of 2019 to help to continue keeping pace with the increases in participation and employer contribution reports. In addition, some of these new hires will enhance the Funds Office's internal audits of employer contributions, collections of delinquent or incorrectly paid contributions.

And finally, after an exhaustive search, the Funds have entered into a contract with a firm called CPAS to revamp the over 12-year old software database system and website. The project is conservatively expected to take three to five years to complete. There is an expectation that the new system will modernize the current processes adding much needed efficiencies to better serve the participants.

President Loeb thanked group for its work in connection with the plan. In doing so, he confirmed that the International will continue to steward the plan responsibility to ensure its continued growth and success.

IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John R. Ford, and Craig P. Carlson, Political and Legislative Affairs Department Director Erika Dinkel-Smith and Assistant Director Corey Sims updated the General Executive Board on the status of the IATSE-PAC since the last Board meeting.

General Secretary-Treasurer Wood reported that for the period July 1, 2018 to December 31, 2018, the IATSE-PAC received \$192,034.71 in contributions and made disbursements of \$179,500.00.

There were four significant one-time contributions which made up slightly more than one quarter of the contribution amount. These were \$16,237 from Local 2; \$2,660 from Local 751's raffle; \$11,300 from Local 764's raffle; and \$10,207 from District Convention events.

There are presently 1,260 monthly credit card and payroll contributors from 175 different local unions and those contributions amounted to \$151,630.71 during the time period.

A total of \$179,500 was contributed to eighty-seven different campaigns by the IATSE-PAC, a further \$35,000 was contributed by the IATSE Federal Free Speech PAC to two different campaigns, and the State and Local PAC contributed \$500 to one campaign.

Department Director Dinkel-Smith thanked everyone that has made contributions to the PAC, and remarked on efforts that will be undertaken to increase contributions to the PAC in 2019, including developing the capacity to accept contributions online. She and Assistant Director Sims remain available to provide presentations to local unions regarding political fundraising.

President Loeb expressed his appreciation for the work of the committee, and stressed the importance of increasing the amount of money that is being contributed to the IATSE-PAC. It is absolutely vital that local unions engage in efforts to raise money for the PAC. Even a small increase in contributors can make a dramatic difference and lead to real improvements in the lives of IATSE members and their families.

President Loeb implored local unions and members to consider monthly contributions to the IATSE-PAC. These donations support labor-friendly candidates who stand with and support IATSE workers. President Loeb challenges each Local to have full participation from its members in the IATSE-PAC. Every contribution counts.

IATSE WOMEN'S COMMITTEE

Women's Committee Chair, International Vice President Joanne Sanders along with International Vice President Colleen Glynn; International Trustee Patricia A. White, Director of Broadcast Sandra England, Representative Stasia Savage, USA829 National Business Representative Cecilia Friederichs, and Local 769-member Shirley Berling reported that since the last GEB, a number of Local and District Women's Committees have been established in local unions and Districts across the International. Currently, in the United States, the Committee is updating the numbers and will provide an accurate count when the data is compiled. Previously there were sixteen Local committees and four District committees.

As reported last year, each of the Districts was tasked with including a Women's Committee event during the 2018 round of conventions.

Canadian Districts 11 and 12 held their joint convention in September. The following Locals reported on Women's Committee activities in Canada:

- Local 210: Ava Karvonen, chair, reported the committee is collaborating with Women in Film and Television Alberta and ACTRA on a networking event. The focus will be "Women Helping Women".
- Local 212: Members of the committee Jackie Merrells & Iloe Flewelling were honoured for their trailblazing work with the Local by the Alberta Federation. The Committee also ran a blood bank drive in spring 2018 and a toy drive later in the year.
- Local 295: Co-chairs Celeste Pinder and Joanna Vollhofer reported the committee was formed in January 2018 as a call to action based on issues affecting Sisters in their industries in North America. The committee partnered with Moon Times Sisters, a local organization that serves the needs of women.
- Local 669: Chair Christina Kasperczyk reported the Local's women's committee hosted a Canadian Society of Cinematographers Lighting workshop where 50% of the participants were female identifying members. Future workshops are planned, and members will be surveyed for suggestions for 2019 initiatives. The Local's committee has also been including screenings at their women's committee meetings.
- Local 856: Chair Alisha Talbot reported they are creating a pin that represents the committee to bring awareness to their work. They are also coordinating with the Winnipeg ACTRA Women's Committee to build and strengthen other initiatives.

- Local 891: Co-chairs Natasha Tony and Fawn McDonald reported the committee celebrated its 4-year anniversary with a Strategic Planning session last October. 83% of the membership voted to approve amending the Local's Constitution to add the Women's Committee as an official Standing Committee. In March 2019, the Committee will collaborate with other entertainment industry guilds and unions to host the 3rd Annual International Women's Day Event. Each union is honoring women from within their respective memberships. The committee also partners with the Downtown Eastside Women's Centre and Shelter to support winter needs with "Give What You Have Campaign". The Goal for International Women's Day 2019 Celebration will be to raise \$10,000 in donations for the Centre. Locals sent nine women to Summer School for Union Women in Sonoma, California, in 2018, doubling past participation.

- Locals 63 and 300 are in the midst of forming a Women's Committee and are inspired by the work of the other committees.

On Monday afternoon, active members of the Women's Committee held the semiannual meeting. At least thirty women were in attendance. The Committee reviewed the strategic plan, tasks that were previously assigned, and activities for the next few months. In March, the committee will work with the Communications Department to promote International Women's Day celebrated on March 8th. Throughout the month, in honor of Women's History Month, IA Sisters whose contributions have enriched our IA history will be highlighted through social media.

- Other campaigns will include equal pay day in April, women's heart health in May, women's suffrage in August, and other campaigns promoted by likeminded organizations throughout the year.

- A Women's Institute subcommittee was created. The subcommittee will review the strategic plan which called for an Institute in 2020. The Women's Committee has chosen to promote the UALE Summer Schools for 2019. Flyers have been distributed and will be available electronically. Members will be encouraged to attend the summer schools. The subcommittee will follow up with attendees and use their feedback to determine what needs specific to IA women might be topics of discussion for future events.

The semi-annual networking event benefited the local charity, St. Louise House, which provides safe housing and services for the growing number of homeless women and children.

President Loeb observed that the Committee

continues to grow, and its sphere of impact expands well beyond local unions to the broader community. He reminded those in attendance that the General Executive Board has approved funding for the semi-annual events. He pledged the continued support for issues important to women in the Union, noting that it is crucial for women's committees to be active. "The Women's Committee makes the International stronger." President Loeb expressed his appreciation to Vice President Sanders and the Committee for their work throughout the Alliance.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Matthew Cain, International Representatives Allison Smartt and Wade Tyree, Communications Coordinator Jonas Loeb, Canadian Office Operations Manager Nate Richmond, and Local 52 Member Scott Templeton reported to the General Executive Board on the activities of the Young Workers Committee.

Since the Board's last meeting, the Committee hosted the most recent Young Workers Conference, welcomed new members to the Committee, and offered support and assistance to local unions planning young worker events.

The 2018 Young Workers Conference was held between September 18 - 20 in Silver Spring, MD. Nearly one hundred Young Workers of the Alliance came together to exchange ideas and strengthen ties between their local unions. The Conference focused, in part, on political activism and the important role Young Workers can play in making their cities and localities better places to live. Conference attendees heard from President Loeb and Local 322 member Braxton Winston who currently serves on the Charlotte City Council in North Carolina. Both discussed the importance of Young Worker engagement within the union and in public life. The Committee thanked President Loeb and Councilmember Winston for their time and wisdom.

Conference attendees vowed to increase their activism when they returned home. Since that time, Committee members have followed up with each attendee to encourage and assess their progress. Young Workers have reported that they have organized fundraisers and other charitable activities, canvassed for political candidates, attended membership meetings, organized trainings, educated new members, organized Young Worker social events within their Locals, held voter registration drives, encouraged members to sign up for the PAC and offered members support on election day. Young Workers have led a successful union organizing campaign and joined the picket lines of striking workers from other AFL-CIO affiliates.

Shortly after the 2018 Young Workers Conference, President Loeb appointed six IA staff members to lead the Young Workers Committee. The new committee includes Communications Department Director Matthew Cain, International Representatives Allison Smartt and Wade Tyree, Communications Coordinator Jonas Loeb, Canadian Office Operations Manager Nate Richmond, and West Coast Office Administrative Assistant Carolyn Benane. The Committee acknowledged former Committee members Vanessa Holtgrewe, Joe Hartnett, Jason Vergnano and Radar Bateman who were instrumental in building and growing the Committee.

In the last six months, Young Worker groups have been active at the Local level. The Local 479 Young Workers Committee hosted its fourth annual charity kickball tournament, which aims to grow and strengthen relationships between union members and Atlanta's film community. This year's tournament had a record turnout, with sixteen teams competing. Sponsors and participants pledged more than \$37,500 for a local charitable organization. In Montreal, Local 56 updated their Constitution to give the President of the Young Workers Committee a seat on the Local's executive board. In the Los Angeles area, a coalition of Young Worker Committee members have commenced monthly meetings. Their goal is to create a wider network of IATSE Young Workers in Hollywood through social events and political activities. By meeting and collaborating members from the affiliated Locals learn from each other and pool resources. They have organized political and social events, increased Young Worker turnout at local unions' charity events, and hosted a networking event.

Meanwhile, the IA Workers Committee has begun planning future events. Young Workers and other interested members from New York City Locals have come together to plan the IATSE's participation in 2019 World Pride, an international celebration taking place in New York this summer. Additionally, the Committee has started a new initiative to answer members' questions about the IATSE, called "Q&IA." Members may submit questions online, and the Committee consults with relevant staff and experts to provide answers on IA social media accounts. The Committee concluded by thanking President Loeb and the Board for their support.

President Loeb remarked on the growth of the Alliance's activist network of young workers and noted Young Workers will need to address the issues we will face in the future. Their involvement in the events of the Alliance ultimately strengthens this organization.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other MPIPHP Directors Rebecca Rhine, Ed Brown, Rachael Stanley, Scott Bernard, and Patric Abaravich reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

The combined value of Plan assets as of October 31, 2018, is approximately \$9.4 billion. The Pension Plan held \$3.7 billion in assets, followed by the IAP with \$4.5 billion. The Active and Retiree Health Plans held \$1 billion and \$85 million, respectively. As of October 2018, the MPI Pension investment returns for 2018 were down 1.6%. The Directors also reviewed the MPIPHP asset allocation and its impact on the benefit funds at all points in a market cycle. The MPIPHP current conservative allocation strategy, with significant investments that are not correlated to traditional stocks and bonds, provides the most diversity possible in a portfolio. This strategy will provide downside protection to the fund in the event of a market decline or economic downturn.

Vice President Miller reported that the estimated combined hours into the MPIPHP in 2018 should top 100 million for the first time, significantly exceeding both projected hours and 2017 hours. Year-to-date totals through October are consistent with continued employment growth. Through October, employer hourly contributions are at \$813 million, up \$58 million from the same period last year.

Residual receipts into the MPIPHP in 2017 totaled \$444 million. Through October, residual receipts are trending above the same period in 2017 by \$17 million. In the recent negotiations, the Union and AMPTP agreed to increase the annual residual projection to \$430 million. The 2017 receipts exceeded that number and are trending favorably this year. Historically, the fourth quarter is the best performing quarter for residuals. Vice President Miller stated that the plans believe their assumptions are conservative as more content is being licensed in secondary markets, driving the increase in receipts. New provisions in the Basic Agreement regarding streaming content will also generate increased contributions into the plans for theatrical-length content.

The Active Health Plan has over 51,000 participants and more than 105,000 covered lives, with an average annualized cost of \$12,540 per eligible participant. Active Health Plan costs continue to trend above last year, but below projections. The Retiree Plan consists of more than 14,000 eligible participants and 22,000 covered lives with an annualized cost of \$8,700 per participant. Retiree Plan

costs are on projection at \$106 million through October. There are currently 19,000 Pension recipients.

The MPIPHP reported that the reserve levels were at twenty months in the Active Plan and ten months in the Retiree Plan through October 2018. The projected reserve levels, based on current projections, indicate that we will be at nineteen months in the Active Plan and twelve months in the Retiree Plan as of December 31, 2018. At year's end, the reserve levels in both Plans exceeded the amounts necessary to trigger the 13th and 14th checks which were paid upon ratification of the Basic Agreement.

The MPI recently implemented several benefit changes. The Plans removed lifetime restriction on Chantix, and the generic formulation of Zyban is now covered without restriction. For participants in the Anthem PPO plan, the Urolift Procedure is now a covered benefit, and participants in the VSP will be eligible for new contact lenses once every twelve months instead of every twenty-four months.

In January of 2018, MPI Retirees were changed to an Express Scripts Medicare Part D Prescription drug program. This program will provide significant savings to the MPIPHP, due primarily to incentives and rebates that pharmaceutical companies are required to provide through Medicare that are not otherwise available to the MPIPHP. The Directors of the MPI worked closely with Express Scripts to create a plan that mirrors the current Express Scripts prescription drug plan as much as possible.

In July, the MPIPHP changed its retiree health plan to the Anthem Medicare Preferred (PPO) Medical Plan in place of Anthem Blue Cross. This comprehensive health plan is designed to provide expanded covered benefits compared to the prior Anthem plan. It includes Medicare Part A, hospital benefits and Part B, doctor and outpatient care benefits as well as other benefits not offered by original Medicare. Additionally, Medicare-eligible retirees will enjoy the freedom to see any provider who accepts Medicare – doctors, specialists and hospitals – without a referral. This change did not affect any retiree's dental, vision, or pharmacy coverage.

Vice President Miller stressed the importance of reminding participants of the variety of benefits offered through the Wellness Program and the Member Assistance program. These programs are available on the MPI website and are in the latest MPI newsletter, "fyi FROM MPI".

Ed Brown remarked on the significance of reaching 100 million combined hours into the Plans, and discussed

the efforts to retain the film incentive in California, specifically mentioning the work of Vice President Thom Davis, and Local 44 Secretary-Treasurer Anthony Pawluc.

President Loeb thanked the Directors for their report. Thousands of people rely on the Plans, and he and the other Directors take their responsibilities very seriously and will continue to do so. He thanked the Directors for their hard work in that regard.

MPTF DAY AT THE RACES 2018

Local 800 Assistant Business Representative dooner, along with Anthony Pawluc, Doug Boney, Robert Denne, Jason MacLeod, David Swope, Patric Abaravich, and Joe Aredas, Jr., reported to the General Executive Board regarding the 2018 MPTF Day at the Races event.

dooner began the report by describing the history of the Motion Picture Television Fund and highlighting some MPTF success stories.

In 1921, Hollywood legends such as Mary Pickford, Douglas Fairbanks, Charlie Chaplin, and DW Griffith saw a need and joined together to establish the Motion Picture Relief Fund to assist industry workers when times got tough. Over the past 98 years, as the industry changed, so too did the Fund, expanding and developing new services to meet the needs of Hollywood's ever growing workforce. The Relief Fund became the Motion Picture and Television Fund, and is now simply known as MPTF.

Whether it is helping find health insurance, making homes safe for aging retirees, or a grant to pay rent after a producer skips town with the payroll, MPTF has been, and continues to be, the place for Hollywood's working class to turn when the unexpected happens.

When it comes to financial assistance, MPTF provides nearly \$3,000,000 in grants to workers each year with almost a third of that support being provided to IATSE members. Although many of their programs are specific to workers in Hollywood, MPTF does have connections to assist with referrals for workers in other areas.

All of this work requires a significant amount of funding and the IATSE and its members have always been there, ready to pitch in. Following MPTF's 90th anniversary in 2011, the Hollywood Locals joined together to plan an event that would be accessible to as many of the members as possible. The idea was as much about bringing people together and promoting MPTF as it was raising money.

The first IATSE MPTF Day at the Races was held

in January of 2012 and raised \$11,270. This annual fundraiser features a fun day of horse racing at Santa Anita Race Track and a raffle of fantastic prizes. After several years, the event outgrew its location in the clubhouse and was relocated to the infield with an added focus on making the event not just for members, but for their families as well.

The 7th Day at the Races was held this past October and raised over \$178,000 for the Fund. The raffle included everything from dinners to dry cleaning, nights at the theater to iPads. New technologies have been embraced to make the event accessible to those who cannot attend. The silent auction now accepts bids online and includes one-of-a-kind get always like a 5-night stay at The Four Seasons resort in Orlando, including first class airfare from Delta, and a 4-night stay at the St. Regis in New York.

For the growing numbers of children in attendance, there are crafts like face painting and decorating horseshoes, and carnival games with great prizes. There are several tours out to the paddock to watch the horses prepare to race and be paraded around the gardens.

This event would not have been possible without the support of so many Locals and sponsors, including our presenting sponsors, Locals 44, 600, 700, 800, and 839. The Hollywood Teamsters and the Laborers have also added their support to the event.

dooner thanked the committee members who could not be present: Russell Nordstedt and Page Williams, Local 80; Vincent Mata, Local 600; Shanda Zuniga, Local 700; Sue Cabral Ebert, Local 706; Andrew Stumme, Local 800; Brooke Keesling, Local 839; Heidi Nakamura, Local 871; Brigitta Romanov, Local 892; Ed Duffy from Teamsters 399; and, Alex Aguilar of LIUNA Local 724.

dooner also expressed his appreciation to the leadership of all the Locals who continue to support the event and the committee. It is the work of these Locals, their members, and the support of the International that has helped the Day at the Races raise a total of \$817,165.09 for the MPTF.

Plans are already underway for the 8th Annual IATSE MPTF Day at the Races on October 19, 2019.

President Loeb thanked the committee members for their report. The massive increase in the amount of money raised by the event compared to its early days is phenomenal. The MPTF provides extremely important services to members of the film community. President Loeb stated that he is honored to serve on the board of

the MPTF. Finally, he thanked dooner for leading the charge on this tremendously successful event.

OPERATION WARM

International Vice Presidents Ford, Carlson, Glynn and Claffey and Local 2's Vice President Frank Taylor and Secretary-Treasurer Thomas Herrmann, Local 311's President Chad Phillips and Business Agent Paul Sisilli, Local 476's President Brad Matthys and Secretary-Treasurer Mark Hogan, Local 769's Business Agent Thomas Pusateri and member Shirley Berling updated the Board regarding the growing involvement of local unions in Operation Warm which aims to improve self-confidence, peer acceptance, school attendance and overall wellness by giving new winter coats to children in need.

Vice President Carlson reported that it was one year ago that Local 2 sponsored 150 children to attend Chicago Lawn Branch Library to play interactive games, receive a brand-new winter coat, and chose two new books to keep.

Local 2 became involved with Operation Warm as a result of President Matthew D. Loeb's platform of "Growth Equals Strength". "Growth" and "Strength" are direct by-products of one of President Loeb's Pillars to success, "Activism". "Activism" designed to help people produces "Growth and Strength".

Operation Warm is a nonprofit organization in which 95% of their funding goes directly into children's coat programs. Operation Warm works with neighborhood libraries in areas where children most need help. In addition to providing free winter coats, Operation Warm encourages children to read, interact thoughtfully with others. It exposes them to a positive experience at their neighborhood library. Today in America, one in five children lives on food stamps.

Last year, Operation Warm began a collaboration with public libraries in Chicago's blighted economic areas. This year, the IA's activism to help people in the community grew and became stronger due to the generosity and kindness of our sister Locals.

Locals One, 2, 11, 52, 110, 311, 476 and 769 joined forces to provide more than 1,400 children brand new coats and two new books via eight library experiences in New York, Chicago, Boston, New Jersey and Newburgh, New York.

On January 19, 2019, Local One sponsored Operation Warm at Hamilton Grange New York Library; on November 5th Local 2 sponsored Operation Warm at South Chicago Library; on December 1, 2018, Local 11

sponsored Operation Warm at South Boston Library; on November 8, 2018, Local 52 sponsored Operation Warm at Muhlenberg Library; on October 27, 2018, Local 311 sponsored Operation Warm at Newburgh New York Free Library; on December 15, 2018, Local 476 sponsored Operation Warm at Little Village Chicago Library; and on November 3, 2018, Local 769 sponsored Operation Warm at Back of the Yards Chicago Library and Local 110 contributed one-thousand dollars towards coats for sponsored Chicago libraries.

The IA sponsored libraries were predominantly located in economically challenged neighborhoods. Vice President Carlson reported that it was a big deal for the children to play interactive games, join in musical sing-alongs, meet retired pro-athletes, receive a brand-new winter coat and choose two new books.

Most of the kids were escorted by their mothers. Vice President Carlson shared that they asked each child to spell their name, so each child would receive a personalized coat. The impact on these communities was incredible, library attendance the following Saturday increased and many new library cards were issued.

Initiatives born from IATSE that help create a positive outlook for under-served communities, overburdened parents and needy children help deliver to the public a clear message of IA's mission. An accumulation of good deeds will strengthen ties and grow the IA's relevance within communities.

Vice President Carlson concluded by stating that some of the best things that happen at General Executive Board Meetings are what is learned from one another, the ways each person finds to help one another and the positive impact they can make by working together to help others. He thanked President Loeb for not only providing the leadership skill training and tools to take on new initiatives, but also making it a point to share experiences in this forum to help grow and strengthen collective efforts. Vice President Carlson sincerely thanked President Loeb for making the International more aware of the impact it must make.

Vice President Glynn expressed her thanks to Vice President Carlson for reaching out to Local 11 to participate. She stated that people directly helping other people filled everyone with gratitude. Likewise, Vice President Claffey thanked Vice President Carlson for encouraging participation, noting that his wife and 9-year old son volunteered at the New York event sponsored by Local One.

President Loeb reminded everyone that when this report was given a year ago Vice President Carlson was

by himself. He suggested that perhaps others would join him. A year later, there are now ten people presenting on the Alliance's involvement with Operation Warm. President Loeb notes that activism does not need a motive; "we do it because it's the right thing to do. The only requirements are a little money, some effort, and a lot of heart."

PAY TV NEGOTIATIONS

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., West Coast Associate Counsel Jacob J. White, Assistant Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, and bargaining committee members John Ford, Thom Davis, Ed Brown, Leslie Simon, Cecilia Friederichs, Scott Bernard, Mike Akins, and Chaim Kantor reported on the recently concluded Pay TV negotiations.

Vice President Miller reported that in December, representatives of HBO, Showtime, and STARZ met with the IATSE bargaining committee appointed by President Loeb to negotiate a successor to the nationwide Pay TV contract. Negotiations were led by Vice President Miller. The main goals for the union for a successor agreement were: capturing the recent gains achieved in the Basic and Area Standards Agreement negotiations, maintaining any better conditions contained in the Pay TV agreement (including higher daily benefit contributions to the National Benefit Funds), improving the weekly living allowance for nearby hires, and increasing idle day pay and benefits for distant hires. Vice President Miller reported that the Union was able to achieve these goals, while losing no ground.

While maintaining the better daily turnaround provisions of this Agreement, for the first time in a national contract, after a seven-day workweek, a twelve-hour turnaround shall be provided. Vice President Miller stated that it is through the introduction of ever-better conditions such as these that the Union builds towards integration of such provisions in more and more agreements, from one-offs to national contracts.

In addition, under the prior contract, the offer of rides or rooms and any penalty related to an invasion of the rest period was triggered after two fourteen-hour days or one sixteen-hour day and excluded pilots. Now, members on all productions may receive a ride or room after a single fourteen-hour day.

National Benefit Fund contributions will increase in each year of the agreement and will remain at or above the corresponding contributions in the Majors Agreements.

For distant hires, crew will now receive four hours of straight time pay and eight-hours of benefit contributions for unworked 6th and 7th days.

“Weather-permitting” calls will be implemented on a nationwide basis, in line with the Area Standards Agreement, and the Basic Agreement secondary zone will be in effect in Los Angeles.

Nearby hires will see an economic boost as well. The weekly living allowance will increase and all crew (local, nearby, and distant) who are involved in prep or wrap days now have a guaranteed eight hour daily minimum call.

Chicago and San Francisco crew members shall now receive industry-standard wages and benefit contributions, as will the crews who worked on the previously-grandfathered “Veep” and “Ballers”. The Parties developed a mutual understanding of what constitutes a mini-series, and a mechanism to retroactively pay crew members for work on season one if a mini-series is transformed into a re-occurring series.

The scope of the agreement was expanded to include work overseas and will now follow the appropriate Majors’ Agreement for weekly amount of benefit hours due. Craft jurisdictions, including Costume Department Coordinators, Location Department Employees, Script Coordinators and Writers’ Room Assistants was expanded in certain areas.

A joint labor-management committee on pay equity will examine the wages for the crafts associated with Locals 161 and 871, and the companies have asked to participate in the AMPTP-IATSE Diversity and Inclusion Task Force. In addition, the committee was able to achieve important improvements in the contract’s no-discrimination language.

In addition, more workers will now qualify for unworked holiday pay. In exchange, the IATSE agreed to allow the employers to swap two Canadian holidays for the corresponding American holidays (Victoria Day instead of Memorial Day and Canada Day instead of Fourth of July) for those working in Canada.

Vice President Miller reported that these changes to the Pay TV agreements have been provided to the affected local unions. The Memorandum of Agreement is being drafted, and should be completed soon.

Once ratified, the new agreement’s wage and NBF benefit increases will be retroactive to January 1, 2019, and the contract shall be in effect through 2022.

Vice President Miller concluded his report by

thanking the bargaining committee for their work. The credibility of the members of the committee was an important factor in these very productive negotiations.

Local 44 Business Agent Ed Brown recalled the time when HBO was non-union, and thanked President Loeb and Vice President Miller for their dedication in making this one of the better contracts in the industry.

Local 871 Business Representative Leslie Simon discussed the pay equity issue, and said that she was very pleased that the companies viewed pay equity as an important issue worthy of discussing.

President Loeb thanked Vice President Miller and the committee for their report and their work on the successor agreement. He noted that this agreement is a testament to the wisdom of “getting your foot in the door and fighting for improvements.” The agreement is now, in many ways, superior to the contracts with the major producers and is a continuing success story.

POLITICAL AFFAIRS – CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

Provincial Update

Quebec Election

Representative Hurdon reported on the results of the Quebec Provincial election that took place in October 2018 where the Coalition Avenir Quebec won a majority government. In the period leading up to the election, the Canadian Office assisted Locals in messaging members with a view to encouraging them to educate themselves on the issues and the platforms of the various parties and then voting for a candidate and/or party that was aligned with their priorities.

British Columbia

Representative Hurdon reported on British Columbia’s mail-in plebiscite which contemplated reforms to the Province’s electoral system from the current “first-past-the-post” system to a proportional representation system, the latter of which strongly supported by organized labour. The results of the plebiscite were announced in December 2018 and confirmed that an overwhelming majority of British Columbian voters that

participated are not yet prepared to pursue reforms to the Province's current electoral system.

Representative Hurdon also reported on the British Columbia's recent review of its Employment Standards Act, explaining that both the International and IATSE Local 891 made written submissions to the non-partisan body undertaking the review on issues including the minimum wage, employee leaves and successor employer rights. A timeline for amendments to the legislation to be tabled by the Provincial Government has yet to be disclosed.

Ontario

Representative Hurdon reported on several right wing initiatives currently being pursued by the Ontario Progressive Conservative Premier, Doug Ford, since his election in June 2018. To date, the Conservatives have passed legislation repealing several statutory reforms introduced by the Liberal Government prior to the election that provided employees with enhanced protections and entitlements including the freezing of the minimum wage at \$14 instead of the originally legislated \$15 and abolishing paid emergency leave days.

Federal Update

Pharmacare

Representative Hurdon reported on organized labour's efforts to lobby the Federal Government for the introduction of a national pharmacare program. To this end, IATSE has reached out to all IATSE Canadian members to encourage them to support the initiative by signing a petition and completing an on-line questionnaire. This, in turn, has resulted in meetings with Member of Parliament for Toronto, Julie Dabrusin as well as Member of Parliament for Halifax Andy Fillmore to discuss national pharmacare.

National Lobby Day

The fourth annual National Lobby Day, organized by the Canadian Labour Congress (CLC), will be held in Ottawa on February 26, 2019. IATSE is expecting a strong turnout with Locals across the country sending representatives to assist in lobbying efforts on various issues important to organized labour, including pharmacare.

Copyright Law Review

Representative Hurdon provided an update on the FairPlay Coalition's proposals to the Canadian Radio

and Television Commission on internet piracy following Vice President Lewis' appearance as a witness before the Federal Government's Standing Committee on Industry, Science, and Technology in June 2018 and the IATSE's filing of written submissions. The CRTC issued a decision in October 2018 acknowledging the harm associated with internet piracy but refused to grant the Coalition's request to implement policy changes to address those issues on the basis that it lacked the jurisdiction to do so. The CRTC, instead, advised that the policy changes being sought by the Coalition should be pursued through amendments to the various federal copyright, broadcasting and telecommunications acts. In light of this decision, IATSE, along with other industry stakeholders, are turning their focus to lobbying the Federal Government for legislative changes.

Current Political Climate

Representative Hurdon gave an overview of the political climate heading into the Federal election scheduled for the fall of 2019. This included a discussion of the Federal Government's passing of regressive back-to-work legislation ending the otherwise lawful strike of Canada Postal Workers as well as discussion of the introduction of several progressive pieces of legislation, including the introduction of an Employment Insurance Parental Sharing Benefit that extends employment insurance benefits to parents share parental leave obligations, the introduction of pay equity legislation aimed at ensuring women working in federally regulated workplaces receive equal pay for work of equal value and the introduction of legislation promoting gender based budgeting and the establishment of the Department of Women and Gender Equality which is aimed at promoting gender equality for all Canadians.

Representative Hurdon also confirmed that IATSE representatives, including Vice President Petti, have attended Liberal Party meetings to lobby the Federal Government on issues important to IATSE and organized labour generally. This included Vice President Petti's attendance at a meeting with the Minister of Workforce Development, Patty Hajdu, to discuss how revisions to the North American Free Trade Agreement will affect Canadian workers.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach. In doing so, he encouraged all Locals to be politically active at all levels of government to ensure the interests of IATSE members are properly represented.

PRIDE @ WORK

IATSE Local 884 Business Representative and IATSE Representative on the Pride at Work LGBTQ constituency group of the AFL-CIO, Doug Boney, provided the General Executive Board with an update on his participation with the organization.

Boney set out the mission statement of Pride at Work:

(To) seek full equality without restrictions or barriers for LGBTQIA+ individuals in our workplaces, unions, and communities, creating a Labor Movement that cherishes diversity, promotes inclusion, encourages openness, and ensures safety & dignity. We do this through education, alliances, and building solidarity across our large and diverse communities.

Organizing in the spirit of “An Injury to One is An Injury to All”, we oppose all forms of bias and discrimination on the job, in our unions, and in the public square based on sex, gender identity and expression, sexual orientation, race, veteran status, national or ethnic origin, immigration status, age, disability, HIV status, marital status, religion, or political views.

We recognize that true justice and equality can only be achieved through an organized and empowered working class. We seek to promote the ability of all working people to self-organize and act collectively to advance the power, needs, and interests of the working class in addition to the principles of justice, true democracy, and equality.

Boney then provided a summary of his attendance at the Pride at Work Triennial Convention held in August 2018 in Phoenix, AZ. Boney explained that the theme of the convention was “PROUD & POWERFUL” and included panel discussions on the Future of Civil & Human Rights Work in Labor as well as decriminalizing queerness. Boney confirmed that he participated in “Day of Action” activities and leadership workshops aimed at improving attendees’ skills to better engage local labor councils to assist in the advancement of the LGBTQ equality movement and to arm attendees with strategies on how to bargain inclusive collective bargaining agreement language. The Convention closed after the passing of twenty-three Resolutions on issues ranging from gender neutral bathrooms in the workplace to immigrant and undocumented solidarity and electing officers to serve until the next Convention in four years.

President Loeb thanked Boney for his representation of IATSE on the Pride at Work constituency group of the AFL-CIO. In doing so, President Loeb reiterated IATSE’s commitment to diversity within the organization and its commitment to ensuring members of LGBTQ

community are properly represented in all workplaces where IATSE members work.

ANTI-SEXUAL HARASSMENT COMMISSION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. reported to the Board regarding the Commission to Eliminate Sexual Harassment and Advance Equality in the Workplace. The Commission was formed in late 2017 by major stakeholders in the Motion Picture and Television industry.

Vice President Miller reported that the Commission recently met in Los Angeles to review the prior year and lay out 2019 for the Commissioners. In 2018, there was progress made in raising awareness of the Commission and its mission. Throughout the year, significant information gathering, meeting with Commissioners and Delegates, round table discussions around diversity and inclusion and the 2018 IDEAS Summit were all issues highlighted by Commission Chair Anita Hill.

The Commission has prioritized initiatives to protect the freelance entertainment industry workers that are not currently protected by existing workplace structures. To do so the Commission will develop a Code of Conduct, reporting and response system, and anti-bias training programs for freelancers.

Through employee engagement, the Commission heard innovative solutions from member organizations and multiple experts in the field, and with employees’ help, the Commission was able to identify the most pressing issues and how to respond to them.

The Commission engaged member organizations in one-on-one and group discussions and collaborative work sessions with Commissioners, Delegates and General Counsels. In addition, the Commission held Human Resources and Diversity & Inclusion Roundtables to learn from Commissioner Member employees about organizational practices to both eliminate sexual harassment and other forms of bias and build diverse and inclusive workplace cultures.

The Hollywood Commission’s 2018 IDEAS Summit invited Delegates and Commission Organization employees to exchange ideas with experienced leaders about effective approaches to eliminating bias and promoting inclusion. Speakers included U.S. Chairman and Senior Partner at PwC Tim Ryan, and other business executives, advocates, practitioners, and grassroots organizers.

Key takeaways from Commission conversations

included standards and success measurements for harassment prevention, and diversity and inclusion vary from organization to organization. The IATSE sent five representatives to this event. The group was IA representatives, local officers and rank, and file members.

The Commission prioritized protecting freelance entertainment-industry workers who are not currently covered by existing workplace structures and HR Departments. Two factors drive this 2019 priority: 1) existing systems within member organizations do not reach or protect many freelancers and others who work in the industry and 2) anti-bias training varies in quality and content across the industry for freelance and other workers.

The Commission will establish a code of conduct that is well-communicated through sources available to freelance workers and others not covered by Commission Members' existing structures.

Based on the code of conduct, the Commission will develop a fair, consistent, and safe system for reporting, investigating, and resolving claims of breaches of the code, including harassment and other forms of bias for freelance workers.

The Commission also discussed current practices around prevention and recognition training – noting that it is not uncommon for someone to take multiple trainings required by multiple organizations, that some workers receive no training, and that there is no consistent training for freelance workers. The Commission saw value in developing anti-bias and harassment prevention training that could be used in multiple workplace settings and offered to those who have no access to effective training.

The Commission will continue to bring together member organization employees to share information about mission-related programming taking place within organizations.

Vice President Miller reported that he shared with Professor Hill and the Commission the pay-equity study done by Local 871. Professor Hill is committed to focusing on this issue and bringing it to the attention of the industry.

Vice President John Ford advised that there is legislation pending in New York State addressing eligibility of tax credits based on a corporation's record of sexual harassment, sexual assault, and discrimination among and between employees of such corporation.

President Loeb remarked that arriving at consensus regarding specifics about preventing sexual harassment will be no small undertaking given the

different constituent groups. The IA is committed to this effort and will be an active participant, observing that the International has provided training to Officers, Representatives, Delegates, Local officers and members who attended the 2018 mid-winter General Executive Board meeting in Los Angeles and those who attended 2018 District Conventions. In addition, the International has posted on the website and sent communiques to local unions concerning harassment-free workplaces and has specially-trained select Representatives across all crafts to address harassment matters on a case-by-case basis.

VIDEOTAPE AGREEMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. with Assistant Motion Picture Production Directors Daniel M. Mahoney and Vanessa Holtgrewe, and bargaining committee members Thom Davis, Ed Brown, Chuck Parker, Leslie Simon, Robert Denne, Doug Boney, David Swope, Rachael Stanley, Patric Abaravich, Rebecca Rhine, and Scott Bernard reported to the General Executive Board regarding the Videotape Agreement negotiations which, as a Supplement to the Basic, were held after the Basic negotiations concluded.

Vice President Miller reported on the successful completion of the negotiations for a successor Videotape Agreement. The Department made important strides in safety, quality of life, and improvements to streaming productions, all while funding the health and pension plans. The increased turnaround, rides or rooms after a long day, and protections for workers in dangerous situations that were obtained in the Basic Agreement negotiations were all incorporated into the Videotape Agreement.

Wages will increase in each year of the three-year agreement and are compounded.

As with the Basic, so that the Locals can best enforce the contract, employers are now required to provide notification of production prior to the start of principal photography. These notifications will include production contacts, production dates for pre, principal, and post production, and other important information.

Addressing the safety of IATSE members, employers must provide either rides or rooms to crew members after 14-hours worked, or 12-hours in the Los Angeles' secondary zone. The employee, or the union, can request a ride or room for work performed in Los Angeles, New York City and the Production Centers, as outlined in the Area Standards Agreement.

The improvements in turnaround that the Union

achieved in Basic Agreement negotiations will be applied to productions covered by the Videotape Agreement. A ten-hour turnaround for production employees and a nine-hour turnaround for post-production will be standard on awards shows, beginning in the second season on episodic series, and after two consecutive 14-hour days on one-time programs (other than awards shows). The existing penalties for invading turnaround remain unchanged. For invasion of the additional one or two hours of turnaround, the crew will receive an additional hour of straight-time pay.

The new contract includes strengthened safety language.

The industry-wide labor-management safety committee will convene to develop a safety bulletin that will be used to set guidelines for the safe use of radio frequency transmitters. This is an issue impacting many of the reality programs produced under the Videotape Agreement.

The producers agreed to the creation of a safety subcommittee, which will include Locals 600, 695 and an expert on ergonomics, to address extended or excessive takes. The group will update the existing safety and health awareness sheet on this topic with information regarding appropriate rest intervals for those shouldering or wearing the heavy equipment often utilized on reality programs.

Employers will now make contributions to the IA Training Trust Fund to provide safety training for those outside of Los Angeles in camera, post production, and Local 800 Art Directors.

Videotape Agreement working conditions will now apply to mid-budget new media subscription on-demand (SVOD) productions. Previously, mid-budget range new media productions had fully negotiable working conditions. Also, the bifurcation of the New Media and Industry Experience Rosters has been eliminated. Members working on union-signatory new media projects will accrue days for the Industry Experience Roster and will not be limited to only working on streaming productions.

Two Canadian holidays may be exchanged for their corresponding American holidays (Victoria Day in lieu of Memorial Day, and Canada Day in exchange for the Fourth of July). This applies only to those members working in Canada and advance notice is required.

In Los Angeles, the secondary zone now includes all of Huntington Beach.

The work of the Diversity and Inclusion taskforce

created during the Basic Agreement negotiations was expanded to include the Videotape Agreement.

President Loeb recognized the work of the Bargaining Committee and thanked them for their efforts. The Videotape Agreement is an important contract that sets the model for work in reality television. The improvements made during this cycle are unprecedented, including in a number of areas the Union has been working on for decades.

WEST COAST OFFICE REPORT

General Secretary-Treasurer James B. Wood, International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President Thom Davis, and International Representative Peter Marley reported to the General Executive Board regarding the operations of the West Coast Office.

Vice President Miller reported on several specific items of interest to the Board that are in addition to the day-to-day operations and responsibilities of the Office.

In January, International Representative Allison Smartt conducted COMET training in the West Coast Office for the Chairs of the Los Angeles-based Young Workers Committee. This presentation was attended by Local Representatives in a variety of crafts and included information on both stagecraft and motion picture production. A second COMET session is scheduled for early March for any Young Workers Committee Chairs or leaders who wish to attend.

The new home of the West Coast Office in Burbank, CA is about to begin construction. The permits have been completed, the architectural designs are in the final stages, and the Union is moving toward approving a general contractor. It is anticipated that new office will be ready for occupancy by late summer. The current West Coast Office building is now listed for sale and there has already been significant interest.

The West Coast Office continues to be the host for various Education Department programs throughout the year. It is anticipated that the new West Coast Office will result in a significant expansion of the programs and trainings available to the Locals and members in the West Coast region.

Representative Marley reported on Local B-192's successful conclusion of negotiations at the Universal theme park in Los Angeles. This was a difficult negotiation that highlighted many of the current issues that are affecting labor across the IATSE and North

America in general. Led by President Nicole Miller and Business Agent Kevin King, with the assistance of the IATSE West Coast Office and Representative Marley, the bargaining committee was able to make significant gains in many areas of the agreement with increases to wages being the most impactful. Many other significant changes to the agreement in areas of member security and working conditions were also addressed. The negotiations lasted several months and included dozens of bargaining committee meetings, significant membership engagement and a very dedicated committee.

Vice President Miller commented that the work and dedicated leadership of B-192 President Nicole Miller and Business Agent Kevin King. The volume of work covered by the new agreement is anticipated to grow over the three-year term as the park continues to expand. This victory demonstrates that a union can win in any area of entertainment through solidarity and membership commitment and support.

Representative Marley also reported on the successful negotiations with the Center Theater Group Wardrobe Department that is represented by Local 768. Representatives Marley and Smartt assisted the Local and Business Agent Ann Kelleher in negotiating an agreement that made great strides to close the pay equity gap that exists in many theatrical venues.

Vice President Davis discussed the impact that the California IATSE Council (CIC) has had on political races in the state and the legislature. The CIC is made up of many of the IATSE Locals in California, including all the Motion Picture Production Locals from San Diego to San Francisco. During the next legislative session, the CIC will be focused on parental, family and sick leave, CAL-OSHA and fatigue, independent contractors, Career Pathways through the California Film and Television Production initiative, and healthcare cost containment. Additionally, the CIC will be looking to move on prevailing wage initiatives for state or public owned entertainment facilities.

Vice President Miller concluded the report by discussing the work that the IATSE Training Trust Fund (IATFF) is doing regarding the Career Pathways initiative. The program, administered through the California Film Commission, will be selecting a training entity focusing on diversity and inclusion, working in conjunction with community partners and colleges. The West Coast Office has been working closely with IATFF Executive Director Liz Campos to best position the IATFF to succeed when the film commission selects a training entity for this progressive and impactful program. This will allow the IATFF to continue to lead the industry in safety, skills, and educational training

that will assist in developing the future generations of entertainment industry workers. Vice Presidents Miller and Davis thanked the IATFF for their work and expressed confidence in their ability to bring this program to the IATFF.

General Secretary-Treasurer Wood remarked that a considerable amount of work has gone into refining the plans for the new West Coast Office to ensure that it functions as a central point for the IA in Los Angeles.

President Loeb expressed his excitement about the upcoming opening of the new West Coast Office and thanked Vice President Miller and General Secretary-Treasurer Wood for their hard work throughout the process.

LOCAL NO. 2, CHICAGO, IL

Re: Social Justice Committee

Vice President Carlson and Local 2 Vice President Frank Taylor reported to the Board on a new committee established by Local 2. Vice President Carlson stated that last year, many Local 2 Members—largely reflecting the face of Chicago relative to ethnicity, religion, gender and background—requested a Local 2-supported forum to discuss various social issues.

Initial conversations to define this assembly ranged from philanthropic initiatives, to political action, to more general ideas designed to improve people's lives, to progressive actions, to workshops on current events that affect the membership and communities.

On October 3, 2018, Local 2's Executive Board recommended the formation of a "Social Justice Committee". The Committee's mission is to inclusively and collaboratively work on philanthropic goals; discuss and work on social issues; and to provide a forum for all interested referrals in good standing to meet and set mutually beneficial goals designed to help improve the human condition and to meet those goals by working together.

Local 2 Members voted unanimously in favor of the creation and mission of the "Social Justice Committee". Local 2 President Daniel Kelly Kerins appointed Frank Taylor, Melanie Barnett-Stubberfield and Blair Carlson as co-chairs of the Committee.

Brother Taylor reported that the newly established Committee wasted no time carrying out its mission. The Committee met mid-October and determined that the creation of a "Go Fund Me" account with proceeds donated to the Greater Chicago Food Depository to be a

good first initiative. The committee set a goal to provide the Food Depository \$7,000.

News and updates of the effort was made with email blasts, posts on Local 2's Facebook page and website. Members largely rallied behind the effort and the food drive became a talking point on jobs.

Once the GoFundMe account was set-up, it immediately trended as one of the most active accounts on that crowd-raising fundraising platform. Thanks to an outpouring of generosity, mostly from Local 2 Stagehands, \$11,120 was raised in four weeks, far exceeding the \$7,000. goal. The Social Justice Committee's donation to the Greater Chicago food Depository will pay for 33,320 meals for people in need.

Local 2's Social Justice Committee is now working to organize a blood drive.

Vice President Carlson thanked President Loeb for leading the way in activism through community engagement, noting that President Loeb's encouragement of united efforts designed to help people, to unite people, to disarm social injustice and biases that divide in order to better the lives of everyone, regardless of membership, race, religion, gender or background, lifts everyone and builds strong relations.

Vice President Carlson also expressed appreciation to the Canadian Sisters and Brothers for their continued great work on food drives which inspired Local 2. He singled out Vice President Damian Petti for his outstanding efforts with Canada's Every Plate Full food drive.

Finally, Vice President Carlson thanked co-chairs Frank Taylor, Melanie Barnett-Stubberfield, Blair Carlson and the Social Justice Committee and everyone who contributed to this effort.

President Loeb commended Local 2 for recognizing the need to establish a committee to engage in activism, volunteerism, charitable initiatives on a continuing basis. This will enable the Local to respond more quickly to requests for assistance. "Activism makes our local unions part of the greater community and good citizens" said President Loeb.

LOCAL NO. 2, CHICAGO, IL

Re: Uptown Theater Agreement JAM Productions Agreement

In a report demonstrating the importance of political and civic engagement, Vice President Craig Carlson

reported on Local 2's successful organizing campaigns at the Uptown and New Congress Theatres.

Mayor Rahm Emanuel invested several hundred million dollars into revitalizing Chicago's Uptown neighborhood, including an \$80 million-dollar renovation of the Uptown Theatre, owned by JAM's Jerry Michelson. Mayor Emanuel and Chicago Federation of Labor President Jorge Ramirez participated in meetings discussing rejuvenating the Uptown area ensuring that work performed by labor, including the stagehands represented by Local 2, would be performed at prevailing wages. With the assistance of CFL President Ramirez, Local 2 and Mr. Michelson came to terms on an agreement, with terms and conditions similar to the New Congress Theatre Agreement which the two parties had recently negotiated. The agreement provides solid, middle-class wages, with annual increases, benefits, and area-standard working conditions for stage workers. The Uptown is planned to reopen in late 2020.

Congress Theatre

Chicago's New Congress Theatre was another closed venue renewed under Mayor Emanuel. As with the Uptown theatre, Mayor Emanuel involved the Chicago Federation of Labor—including Local 2—and workers in the revitalization of the New Congress Theatre. The recently negotiated collective bargaining agreement provides area standard/prevaling wages for stage workers. It has the same conditions as the Uptown Theatre. The New Congress Theatre is slated for a major renovation and should open in late 2019 or early 2020.

Vice President Carlson thanked Mayor Emanuel for his pro-worker stance and his unwavering support of the IATSE and its Chicago local unions. He reported that Local 2 had recently awarded Mayor Emanuel with an honorary Gold Card, which the Mayor proudly carries. Vice President Carlson also thanked CFL President Ramirez for his assistance. Finally, Vice President Carlson expressed sincere appreciation to President Loeb for sharing his political insight, particularly concerning the 2011 Chicago Mayoral race; for his leadership and continued support with training that helps all local unions of the Alliance to bring more jobs and union density to their respective memberships.

President Loeb remarked that the organizing successes demonstrated by Local 2 at the Uptown and New Congress Theatres are protecting workers and strengthening Local 2 and the labor movement. He encouraged local unions to identify and organize non-union venues in their jurisdictions, which will protect the hard-fought union wages, conditions and standards Locals have negotiated for members. He noted further

that only by wrapping up all the non-union work in their jurisdictions, will Locals will be able to preserve their standards of living and working conditions and marginalize labor brokers. Local 2 and Vice President Carlson were commended for their continuing organizing campaigns.

LOCAL NO. 8, PHILADELPHIA, PA

Re: Live Nation / Metropolitan Opera House

International Vice President Michael Barnes and International Representative Daniel Little reported on the continued successful organizing by Local 8, this time at the Metropolitan Opera House in Philadelphia. The Met Philadelphia is a 4,000-seat venue. It is newly renovated and managed by Live Nation. Local 8 organized the workers and negotiated an agreement providing competitive wage rates for all crafts and conditions which align with other agreements held by the Local. The fringe benefits package will provide quality health, retirement, training and education, and vacation benefits for the workers.

President Loeb remarked that Local 8's organizing represents a great effort. He applauded Vice President Barnes and the Local for their long-term strategy and plan to organize the non-union labor in Philadelphia and south New Jersey, locking up the work for the Local, and boxing out non-union competition. He observed that the Local's growth has created power, density and market share. He noted that the Local organizes consistently, which takes resources, commitment and effort. Holding up Local 8 as a paradigm of continuous successful organizing, President Loeb commended them for improving the lives of workers.

LOCAL NO. 212, CALGARY, AB

Re: XA vs. Local No. 212

International Vice President Damian Petti and Local 212 Business Agent Ian Wilson provided the General Executive Board with an update on its application to certify XA and/or Experience Ambassadors Ltd. (XA).

Vice President Petti explained that Local 212 filed an application for certification of XA with the Alberta Labour Relations Board ("ALRB") in July 2018. In the processing of this application, the ALRB officer having carriage of the matter determined that Local 212's payroll company that had been administering payroll on behalf of XA was the true employer of the stagehands working on the application filing date. XA supported this position and, in the alternative, took the position that the stagehands

at issue were employees of another entity, XA Staffing Inc., which XA alleged was in the business of supplying crew but not identified as a responding party to the Local's application. Hearings on these issues were held in October and November 2018. On January 11, 2019, the ALRB issued a decision confirming that XA was, in fact, the employer of the stagehands at issue notwithstanding the fact that the Local provided XA with payroll services and, in doing so, certified Local 212 as the bargaining agent for XA's stagehands.

President Loeb applauded Local 212's efforts to seize an opportunity to organize a key non-union staffing agency and its success in obtaining a result that will serve as a key legal precedent for all Canadian Locals in the future.

LOCAL NO. 262, MONTREAL, QC

Re: Cineplex Decisions

International Representative Jason Vergnano provided the General Executive Board with an update on Local 262's ongoing first contract litigation with Cineplex relating to front of house employees working at Cinema Ste-Foy and Cinema Colossus in Montreal, Quebec.

As previously reported, Local 262 was certified by the Quebec Labour Relations Board as the exclusive bargaining agent for front-of-house employees working at the Cinema Ste-Foy and Cinema Colossus operated by Cineplex in January 2014. Since this certification, the Local engaged in bargaining with a view to reaching a first collective agreement. The Local's efforts in this regard were met with fierce opposition by Cineplex and lead to first contract arbitration. After several hearing dates, an arbitration decision was issued in January 2017 finding largely in favour of the Local, including wage rates. Cineplex refused to implement the decision, filing for judicial review of the arbitrator's decision. Cineplex was also successful in obtaining a stay of the arbitrator's decision pending the outcome of its judicial review application.

The judicial review hearing took place over two days in November 2017 and resulted in the Quebec Superior Court overturning the arbitrator's decision on salaries on the basis that the arbitrator had failed to provide sufficient justification for the wages set out in his decision. In doing so, the Court remitted the issue of wages back to the arbitrator for the issuance of detailed reasons while also ordering that the remainder of the collective agreement as determined by the arbitrator be applied effective immediately. In the intervening period of time, given the minimum wage in Quebec had

increased and eight collective agreements the Local holds with Cineplex in eight other cinemas were set to expire, Cineplex and the Local agreed to a set of temporary wages until a final decision on the issue of wages was issued by the arbitrator. Prior to the issuance of the arbitrator's further decision on the issue of wages as directed by the Court, Cineplex and the Local were each called upon to make further submissions to the arbitrator over the course of five hearing dates. The arbitrator issued his further decision on the issue of wages in November 2018, upholding the initial salary ranges previously awarded which – due to increases to minimum wage – now increased from those previously awarded. Additionally, the arbitrator ordered that these wage increases be paid retroactively to May 2015 for all employees who were still in the employ of Cineplex at the two cinemas as of January 2017, representing approximately \$600,000 in back pay.

In December 2018, Cineplex filed an application to judicially review the arbitrator's second decision on the issue of wages. It is scheduled to be heard in October 2019. Cineplex also filed an application to stay the arbitrator's decision pending the outcome of this second judicial review application. The Court granted Cineplex's stay application. In early February 2019, the Local's attempts to appeal the stay was dismissed by the Quebec Court of Appeal.

President Loeb commended the Local for its perseverance in representing the Cineplex front of house employees in the face of such vigorous employer opposition. He confirmed that the International will continue to support the Local in its efforts to implement a first contract containing the wage rates as determined by the arbitrator.

LOCAL NO. 306, NEW YORK, NY

Re: Broadway League

International Vice President James J. Claffey, Jr., Local 306 Theatrical Business Agent Carol Bokun and Local 306 President Rita Russel gave an account of the Local's recently concluded collective bargaining negotiations with The Broadway League.

In the summer of 2018, Local 306 requested assistance from the International with its Broadway League contract negotiations. Vice President Claffey was assigned to assist. In advance of September negotiations, he met with the Local's officials and bargaining committee to discuss the Local's approaches to the negotiations. Local 306 workers on Broadway, including doorpersons, ushers, ticket-takers needed to receive substantial if not extraordinary wage

increases. The Local was confident that it was prepared to enter negotiations ready to bargain. The previous contract expired September 2, 2018. The parties had several additional negotiating sessions during November and December, and again in January 2019.

Vice President Claffey noted that the workers in this unit provide a tremendous measure of professional service to the theaters of The Broadway League. Local 306's officers and committee members are smart and dedicated. Due, in part, to their dedication the Local's objectives were achieved. Workers will see substantial increases in wages during the term of the new contract. Pension contributions will grow as will per-performance payments for certain functions. A new minimum performance call will be guaranteed. Typical of other Broadway League agreements, new contract provisions will address emergency situations and provide flexibility in some areas. Vice President Claffey commended the entire committee. Sister Bokun thanked President Loeb, the Board, and especially Vice President Claffey. She also expressed her thanks to everyone on the committee. As the negotiations continued, the Local greatly valued the International's presence at the table. Ratification is expected at Local 306's February 2019 meeting.

President Loeb congratulated the Local. The increases are substantial and this was the right outcome. Local 306 is a tough Local with strong leaders and the Local's members got the respect they deserve.

LOCAL NO. 927, ATLANTA, GA

Re: Super Bowl Atlanta

In November, Local 927 requested the assistance of the International with the Super Bowl, which was held in Atlanta this year. Assistant Stagecraft Department Director D. Joseph Hartnett and International Representative Daniel Little were assigned to assist the Local.

The scope of work for the Super Bowl is significant, including the halftime show and multiple ancillary events. The Super Bowl halftime show has been performed using IA crews for many years. The IA and local unions in cities hosting the Super Bowl have received fair wages and conditions while proudly placing the Alliance's imprint on these globally recognized events. The February 2019 Super Bowl was more complicated because many of vendors who historically utilized IA labor were not present. Substandard crewing companies consequently had opportunities to work with new vendors. Nonetheless, with the International's assistance, Local 927 staffed

the halftime show, the NFL Honors, the red carpet for the NFL Honors, and other ancillary events. Assistant Department Director Hartnett noted the hard work of Mo Guiberteau, Kristie Andrews, Al Herman, Mary Grove, Hank Collins, and the officers, sisters, and brothers of Local 927 who made these events a success. However, other nonunion crewing companies paying substandard wages were also involved in related events surrounding the Super Bowl. This may be a reality many Locals who host a Super Bowl in their jurisdiction will continue to face.

It was noted that the Local and IA representatives effectively piloted workers through the NFL's credentialing system, which represented one of the biggest issues surrounding Super Bowl events. In general, workers in the jurisdiction of Local 927 were effectively credentialed for work on the events. As the vendors for these major events change, this process will continue to affect the work available for members of the Alliance. The IA will continue to seek to guarantee future workers at these events are covered under contract. Locals can contribute to major events within their respective jurisdictions by properly staffing calls and providing skilled technicians. Locals will not only procure work for their members, but they also ensure that vendors can be engaged in subsequent years so other IA Locals will be well-suited to staff these events. Local 927 has done its part to make the February 2019 Super Bowl an IA success. The Stagecraft Department encourages other Locals who may need similar assistance to reach out to the International.

President Loeb noted that we cannot allow labor contractors to undermine IA standards as they attempt to expand their presence. We need to continue to coordinate and organize. Large events like the Super Bowl demand quality and the Alliance will make sure interested parties understand that IA personnel have the necessary integrity, credentials and skills.

RETIREMENT OF BROADCAST DIRECTOR SANDRA "SANDY" ENGLAND

After a career spanning thirty-four years, twenty-eight of which were as a Representative with the International, Broadcast Department Director Sandra "Sandy" England announced her retirement from the Alliance. In brief but poignant remarks, Sandy recalled her first IATSE job which was in the jurisdiction of Local 611 in Santa Cruz, California. She would later join Local

611 as well as Locals 793 and 488, the latter as a charter member.

Shortly after her employment with the International, Sandy, along with International Vice President Daniel Di Tolla, began organizing regional sports broadcast technicians in the United States which has resulted in the Alliance's present dominance in this area. Capping her long career was the successful organizing of those technicians who work for the Golf Channel.

As Broadcast Director, Sandy worked tirelessly to ensure that broadcast workers receive solid, middle-class wages, health and retirement benefits. Described as the fiercest ally a broadcast technician can have at the negotiating table, her efforts to improve the working conditions of technicians are unparalleled. In heartfelt appreciation and tribute to past International President Alfred E. Di Tolla and to his son, Vice President Daniel Di Tolla, Sandy shared that "the trajectory of [her] life would have been vastly different were it not for the Di Tollas." Sandy thanked everyone for their support and friendship and wished everyone the best as she steps down from her daily activities.

President Loeb remarked that he has had the honor of working with Sandy for the last twenty-four years and knows firsthand that her commitment to the International is unrivaled. In a testament to her adept organizing acumen and ability, President Loeb told the gathering that "Sandy taught the IA how to build from the ground up." He observed further that Sandy has brought in thousands of new members, benefiting them and their families with well-paying employment, health and retirement benefits. He noted that the Broadcast Department is on solid footing and because of Sandy the IA is known throughout the industry as the Union representing sports broadcast technicians. On behalf of the himself and the entire General Executive Board, President Loeb extended to Broadcast Director Sandra England, warm thanks and gratitude, sending her off to a hard-earned, well-deserved retirement with the following tribute: "you have left an indelible mark on the IATSE, which will be a different organization without you."

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 4:30 p.m. on Thursday, February 7, 2019.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

**SHERATON AUSTIN HOTEL
AT THE CAPITOL
AUSTIN, TEXAS
FEBRUARY 4, 2019**

Since the last meeting of the Defense Fund Committee in New York, NY on August 7, 2018 the following local unions requested and received approval to seek assistance from the Defense Fund, and the following disbursements have been made pursuant to Article Fourteen, Section 8 of the International Constitution. In accordance with the above-stated provisions of the International Constitution, invoices have been paid for the express purposes reflected below:

Local No. 2, Chicago, IL, Article Fourteen, Section 8(d) - Legal	\$21,918.28
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) – Legal	202.50
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	19,857.00
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	12,988.25
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) – Legal	7,028.66
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) – Legal	618.00
Local No. 58, Toronto, ON, Article Fourteen, Sections 8(a), (b) and (d) – Legal/lockout ...	103,502.10
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) - Legal	7,690.32
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) – Legal	14,383.53
Local No. 129, Hamilton, ON, Article Fourteen, Section 8(d) – Legal	1,130.00
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) – Legal	6,044.30
Local No. 158, Fresno, CA, Article Fourteen, Section 8(d) – Legal	33,267.55
Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) - Legal	25,985.15

Local No. 274, Lansing, MI, Article Fourteen, Section 8(d) – Legal	16,741.75
Local No. 415, Tucson, AZ, Article Fourteen, Sections 8(a) and (b) – Legal/lockout.....	10,751.96
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) – Legal	14,153.25
Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(c) – Legal.....	28,411.29
Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) – Legal	6,251.42
Local No. 731, Rapid City, SD, Article Fourteen, Section 8(d) - Legal	1,335.60
Local No. 757, Detroit, MI, Article Fourteen, Section 8(d) – Legal	2,458.20
SUB TOTAL:	\$334,719.11

INTERNATIONAL

IATSE – Article Fourteen, Section 8(c) and (d) – Legal – Employment Issues, Intrepid Theatre, Life Briefly, Rhino Northwest Campaign, Coalition Huntsville.....	83,128.94
IATSE – Article Fourteen, Section 8(c) – Legal – AICP	1,056.25
IATSE – Article Fourteen, Section 8(d) – Legal – AQTIS.....	5,754.40
IATSE – Article Fourteen, Section 8(c) – Legal/ Collective Bargaining – Basic Agreement .	243,172.77
IATSE – Article Fourteen, Section 8(d) – Black Walnut, Misc.	16,150.27
SUB TOTAL:	\$349,262.63

LOBBYING AND CONSULTING

Article Fourteen, Section 8(c) - Thorsen French Advocacy	60,000.00
SUB TOTAL:	\$60,000.00

EDUCATION

Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers..	11,901.36
Article Fourteen, Section 8(f) - Misc. Training/InfoComm/Instructors	231,593.77
Article Fourteen, Section 8(f) - Young Workers.....	42,707.40

SUB TOTAL :\$286,202.53

GRAND TOTAL :\$1,030,184.27

Respectfully submitted by:

s/Matthew D. Loeb

s/Colleen A. Glynn

s/James J. Claffey, Jr.

s/John M. Lewis

s/Daniel Di Tolla

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD AT
LE WESTIN HOTEL
MONTRÉAL, QUÉBEC
JULY 22 - 26, 2019

CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, July 22, 2019 in the Montréal Ballrooms A-C of Le Westin Hotel, Montréal, Quebec.

ROLL CALL

General Secretary-Treasurer James B. Wood called the roll and recorded the following members present:

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR.,

Fourth Vice President and Director of Motion
Picture and Television Production

DANIEL DI TOLLA,

Fifth Vice President and Director of Stagecraft

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President and
Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER, Tenth Vice President

COLLEEN A. GLYNN, Eleventh Vice President

JAMES J. CLAFFEY, JR., Twelfth Vice President

JOANNE M. SANDERS, Thirteenth Vice President
and Director of Tradeshow and Display

In addition to the members of the Board, those present included: International Vice President Emeritus Edward C. Powell, International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Interim Director of Communications Jonas Loeb; Co-Directors of Broadcast Steve Belsky and Fran O'Hern; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Dan'l Cook, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Mark Kiracofe, Daniel Little, Peter Marley, Rachel McLendon, Julia Neville, Jeremy Salter, Stasia Savage, Joseph Short, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Staff members Leslie DePree, MaryAnn Kelly, Asha Nandlal, Jimmy Rainey, Nate Richmond, and Wesley Vega.

In addition, guests of the IATSE at this meeting included Gaming Workers Unite members Sheri Rubin, Despland Joachim, and Emma Kinema; and Vanessa Kelly, Director of the Art Babbitt Appreciation Society.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 12, Columbus-Marysville-Delaware-Newark, OH; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St Benedict-St. Paul, MN; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 18, Milwaukee-Waukesha, WI; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-

Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 53, Springfield-Pittsfield, MA; 56, Montreal, QC; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 110, Chicago, IL; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 154, Ashland, OR; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 262, Montreal, QC; 295, Regina-Moose Jaw, SK; 300, Saskatoon, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 353, Port Jervis-Sullivan County, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B27, Cleveland, OH; and B173, Toronto-Hamilton, ON.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 56, 262, 514, 667 and 863 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Montréal. On behalf of the Host Locals, Local 667 Quebec Business Manager

Christian Lemay thanked the General Executive Board for the opportunity to host this meeting.

The Official Family was also welcomed by Marc-Édouard Joubert, President of the Quebec Federation of Labor (FTQ) Greater Montréal Regional Council, during the Host Locals' Breakfast Monday morning. He wished those present a successful week and welcomed attendees to the beautiful city of Montréal.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

INTRODUCTIONS

President Loeb introduced the following new members of the Official Family:

*Kevin Allen,
International Representative*

Kevin Allen is a charter member of IATSE Local No. 796 and has served as its Business Agent for over ten years. In addition to providing stable leadership to the membership of Local 796 and working as a camera-operator across all televised sports, Kevin has demonstrated broader organizational skills through his participation in employer negotiations.

Kevin is working with the Broadcast Department and is based in Houston, Texas.

*Jonas Loeb, Interim Director,
Communications*

Jonas is the new Communications Interim Director for the International. He has worked as the communications coordinator since the summer of 2018. Since that time, Jonas has contributed to every aspect of the Communications Department and attended numerous leadership development courses both within the IA and with the AFL-CIO. He hopes to facilitate the growth of the union and promote the labor movement by constantly improving on and adapting our online activities.

ANNOUNCEMENTS

*John Culleeny,
International Representative*

John Culleeny's official retirement from the International will be August 31, 2019.

John Culleeny started his career with the International in February 2013. His television career started in Seattle, WA over thirty years ago. He was one of the early organizers of the Seattle IATSE television local. In 1998 he moved to the Phoenix area and helped introduce IATSE to the local television sports market. John was instrumental in the IATSE's Golf Channel organizing drive. He is video engineer and has been a core member of ABC's Monday Night Football and NBC Sunday Night football. He worked over ten Super Bowls in addition to the Olympics, the NBA finals, the World Series and many major golf tournaments.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Winter Meeting – February 4-8, 2019 – Austin, Texas

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Austin, Texas, the week of February 4-8, 2019.

Upon a motion duly made and seconded, the Board voted unanimously to approve the minutes.

REPORT OF THE GENERAL SECRETARY- TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on various matters.

Audited Financial Statements

During the past two months, the auditors from the accounting firm of Schultheis & Panettieri have been in the General Office working with the Finance Department staff to prepare the annual audited financial statements for the year ending April 30, 2019 and they are now complete. In keeping with past practice, the statements will appear in the Third Quarter 2019 issue of the Official Bulletin.

During the fiscal year, the change in net assets in the General Fund increased by \$3,192,340 and the total net assets of the Alliance now stand at \$50,547,859. The net assets in the Convention Transportation and Per Diem Fund were \$4,887,996 at year-end and the net assets in the Defense Fund now stand at \$13,383,740.

These positive numbers are the result of continued growth within the Alliance as its membership has now surpassed 146,000. The Locals have clearly embraced the 2017 convention theme of Growth Equals Strength.

The Form LM-2 has been completed and will be filed prior to the deadline of July 29, 2019 (90 days from fiscal year end). This year's LM-2 is 321 pages and an inch and a half thick.

Information Technology

The process of moving the immigration consultation system from a dated Access based program into the Finance database is almost complete. The Access program was never designed to process the volume of requests that are now being handled. The program is presently being Beta tested and will allow for easier processing and better reporting.

The security and time management system in the General Office has been upgraded and will now allow for motion sensor video review for security issues. The same vendor is also supplying the system to the new West Coast Office which will make management of the systems seamless. New servers, switches, firewalls, and WI-FI technology have also been ordered for the new West Coast Office and will be installed upon the move to the new location. This will bring the new office into line with the technology of the General Office.

An improved security feature is being programmed into the Finance Department database system. This improvement will provide Locals with a secure method to upload their member address files in accordance with Article Nineteen, Section 29 of the International Constitution rather than using email.

A new feature is also being programmed into the submission of Quarterly Reports section of the database for those local unions that submit those reports electronically. At the present time, the Local is given the ability to email their report to their District Secretary by entering in the email address of the Secretary. This new feature will automatically send a copy to the District Secretary without any action being taken by the local union.

Lastly, Windows 7 will no longer be supported by Microsoft after January 2020 so the transition of all office desktops as well as remote computers has started as the International migrates to Windows 10.

In other Finance Department News,

1. The bound convention proceedings books for the 2009 and 2013 International Conventions have now been completed and mailed to each local union. It was anticipated that, as in the past, the books would contain the proceedings of three conventions, including the most recent, but the number of pages

did not allow for this to be done. After the 2021 convention, another bound book will be made for the 2017 and 2021 convention proceedings.

2. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2019 royalty payments in the amount of \$188,337 were received.
3. The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular service and \$450 for a “rush” request, which must be processed within forty-eight hours. For the year ended April 30, 2019, the International received \$1,239,355 in consultation fees.

President Loeb thanked General Secretary-Treasurer Wood for his report and his work. With 146,000 members, it is quite important that the International be able to work with the Locals in a streamlined way, and the work of the General Secretary-Treasurer is vital to that effort.

A motion to adopt the Report of the General Secretary-Treasurer was moved, seconded, and passed by unanimous vote of the General Executive Board.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented to the General Executive Board the Report of the Board of Trustees for the period of October 1, 2018 through April 30, 2019. Trustee Cota reported that the Trustees met in the General Office in New York City from June 4 through 6, 2019 and reviewed the books, records, financial accounts of the International and found them to be in order.

Upon motion duly made and seconded, the General Executive Board adopted the Trustee Report.

President Loeb thanked the Trustees for their work.

APPEARANCE: ALEXANDRE BOULERICE – NDP DEPUTY LEADER

Federal Member of Parliament and New Democratic Party Deputy Leader Alexandre Boulerice welcomed the General Executive Board and meeting attendees to Montreal, Quebec. In doing so, Leader Boulerice noted that the representation that the IATSE provides to its members continues to be vital to the continued success of the entertainment industry and the Quebec working class generally. He went on to provide a brief overview

of the current federal political climate, noting that it will be essential for the labour movement to be active in the upcoming federal elections in the fall of 2019 to ensure that those elected to office are allies to organized labour. Leader Boulerice concluded his remarks by encouraging attendees to enjoy all of the beauty, culture and cuisine that Montreal has to offer and wished the General Executive Board a productive and successful week of meetings.

APPEARANCE: LOCAL NO. 52, STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/ NORTHERN DE./ GREATER PA.

Re: Young Workers Committee

Sister Briar Rossol and Brother Brendan O’Brien of Local 52 reported on the establishment and activities of the Local 52 Young Workers Committee. They advised that after taking time to carefully define the mission of the Local’s YWC, they began to address issues directly impacting young workers. In a PowerPoint presentation to the Board, they advised that the YWC began their outreach to Local 52 members by emphasizing quality of life matters such as childcare, financial planning, and civic participation. Specifically, they reported that providing onsite childcare during YWC meetings helped to substantially increase attendance and participation. They stated that they have not lacked for a quorum since they began offering childcare during meetings.

Specifically, regarding member participation, Sister Rossol and Brother O’Brien noted that correlating political issues directly to members’ livelihoods/union matters have yielded impressive outcomes. They specifically highlighted member involvement in phone banking regarding support for tax credits and the “vote no on the New York State Constitutional Convention” initiatives which achieved wide support from the membership. Another positive outcome is that these efforts led to Local 52 members seeking, and being elected to, public office. Sister Rossol and Brother O’Brien reported the Local 52 YWC’s participation in the IATSE Women’s Committee, IATSE Pride March, and Labor Day Parade.

Regarding good-citizenship initiatives, it was reported the YWC’s involvement in various community outreach concerns including City Harvest, North Brooklyn Angels, Meals-on-Wheels (all of which combat food insecurity), New York City Parks Department environmental programs, Friends of Firefighters, New York Cares, Broadway Stages toy drives and assisting in disaster relief projects. They noted that challenging apathy is one of the goals of the Local 52 YWC and that

volunteerism is a good way to engage new members. They stress to YWC members that “membership is not a spectator sport.” They thanked President Loeb and International Vice President and President of Local 52 John Ford, Local 52 Vice President and Secretary-Treasurer, John Fundus and Richard Dolan, respectively, for their unwavering support.

Vice President Ford publicly expressed his appreciation to O’Brien and Rossol observing that “they do great work” and the Local is positioned well for growth and impact in the future. President Loeb agreed, noting that he often speaks about ensuring the International’s growth and success for years to come. He observed that “Brendan and Briar’s energy and activism are contagious and have resulted in members being engaged politically and educationally.” He stated that he is impressed with the work and initiatives of the Local 52 YWC. He added that he “appreciates appearances like the Local 52 YWC so that others can hear and see what is possible.” President Loeb commended the exciting work of Sister Rossol, Brother O’Brien, and the entire Local 52 YWC stating that “they have the full support of the IATSE International.”

APPEARANCE
LOCAL NO. 53, SPRINGFIELD-PITTSFIELD, MA
Re: MGM Resorts International

Local 53 Business Representative Michael Affitto and International Representative Mark Kiracofe reported on the successful negotiations of Local 53 regarding MGM Resorts International in Springfield, MA.

It was reported that the Mass Mutual Center had been staffed by Local 53-represented stage workers since 1972, when the arena was built. In July of 2017, the operations of the Mass Mutual Center were assumed by MGM Resorts International. The first negotiations between MGM and the Local took place in 2018. The negotiations were protracted and hard-fought. MGM had sought concessions but Brother Affitto and Local 53 remained steadfast in protecting the area standard, middle class wages they had fought for over the last forty-five years. After prolonged negotiations, the parties reached agreement on a collective bargaining agreement that maintains hard-earned working conditions, secures and protects jurisdiction, and maintains living, family wages. It was reported that this MGM CBA is the foundation for a contract covering workers at Springfield Symphony Hall. Brother Affitto advised that the Local has a strategic plan that includes training, political engagement/involvement/activism, and organizing. He expressed his appreciation to International Vice

Presidents Michael Barnes and Colleen Glynn, whose Local leadership he seeks to emulate. He especially noted that Vice President Glynn’s admonition “if you do what’s right every day, good things happen” is his daily mantra. He expressed appreciation to Representative Kiracofe for his guidance. Finally, he thanked President Loeb for the strategic direction of the Alliance.

President Loeb observed that the Local has positioned itself well to secure all the stage work in its geographic jurisdiction, stating that in the MGM and Symphony agreements, Local 53 engaged in political and community activism. He also noted that the Local has shored up support from labor colleagues and politicians for any fights it might have regarding unionizing and representing workers. President Loeb added that the Local maintained terms, conditions, and received an outstanding agreement.

APPEARANCE:
LOCAL NO. 311, MIDDLETOWN, NEWBURGH,
KINGSTON, POUGHKEEPSIE, NY

Re: Merger with Local 499 and PRG Scenic Technologies

Local 311 President, Chad Phillips, appeared before the Board to provide a report about the Local’s recent voluntary merger with Local 499 as well as the recent contract negotiations with PRG Scenic Technologies.

In early 2018, the Executive Boards of Local 311 and Local 499 had discussions about voluntarily merging the two Locals. The respective officers met to discuss the merits of such a merger. The discussions were generally positive and productive. Both Executive Boards believed that greater strength and better representation for the membership of both Locals could be achieved by voluntarily merging. While these two Locals had neighboring jurisdictions, which would form a logical merged union, the respective officers were nonetheless deliberate during their respective discussions and approaches to the potential merger. Therefore, both Locals wrote to President Loeb to request assistance in exploring their possible merger discussions after continuing to become optimistic about doing so. Vice President Di Tolla was assigned to investigate the matter. Ultimately, the Locals prepared a joint resolution and the members of the Locals voted in favor of the merger. Pursuant to Article Eighteen, Section 13 of the International Constitution, President Loeb endorsed the members’ ratification of the respective Executive Boards’ merger agreement. As a result of the merger, which became effective January 1, 2019, Local 311’s expanded territorial jurisdiction now

includes the following New York locales: Middletown, Newburgh, Kingston, and Poughkeepsie. Brother Phillips thanked all those involved in the successful and voluntary combination of Locals 311 and 499.

The report also detailed negotiations with PRG Scenic Technologies. It was noted that the PRG Scenic Technologies facility in Local 311's upstate New York jurisdiction employs a significant number of the members of the Local. Approximately one hour north of New York City, the company's facility in New Windsor, NY houses manufacturing facilities for fabricating scenery, machinery, and automated effects equipment. The same company operates similar facilities in other U.S. markets, including Los Angeles and Las Vegas. PRG is well-known to the IATSE and its Locals.

Despite having a long-standing relationship at PRG's New Windsor location, Local 311 recently encountered difficulties in this facility, which led to grievances and unfair labor practice charges being filed with the National Labor Relations Board. In anticipation of its most recent renewal contract negotiations, Local 311 requested assistance from the International and Vice President Claffey was assigned to aid the Local in its efforts to achieve a new agreement. It was noted that Local 311 also requested Defense Fund assistance in connection with these negotiations given this company's recent approaches to its labor relations, and such assistance was granted in accordance with the company's status. The Local's predecessor contract expired on December 31, 2018 and after numerous bargaining sessions, a final deal was tentatively reached. The successor contract, which will provide year-over-year economic benefits for the members of Local 311, was ratified by the Local's members on March 19, 2019. The report described the new contract, which will provide economic increases for members of the Local 311 bargaining unit during the contract's term. Local 311 President Phillips expressed his gratitude to the Board, President Loeb, General Secretary-Treasurer Wood and especially Vice President Claffey who was instrumental in the negotiations. It was also noted that, under the special circumstances created by this company's approach, the Local's negotiations necessitated Defense Fund assistance, which provided indispensable help from the Local's attorney.

President Loeb remarked that he approved the merger agreement because it was overwhelmingly supported by the membership and both Locals recognized the benefits. He stated further that the Local will continue to receive the support that it needs with negotiations and commended the efforts of Vice President Claffey and Local 311's leadership for their efforts.

**APPEARANCE:
LOCAL NOS. 479 & 491, STATE OF GEORGIA
(EXCEPT SAVANNAH AND VICINITY) & STATES
OF NORTH AND SOUTH CAROLINA (AND
SAVANNAH, GA)**

Andrew Oyaas, Secretary-Treasurer of Local 491 and Michael Akins, Business Agent of Local 479, appeared before the Board to describe their Locals' recent collective efforts to devise a database, which is tentatively known as the 'Shadow' platform. This technology, which is designed for IATSE Locals will assist the membership and advance the IA's efforts to track Local solidarity and financial data.

The report demonstrated various highlights of the platform and encouraged Locals interested in learning more to contact those reporting. The tentative program can be run on a Mac or PC. It is hosted in the Cloud and was created to examine and track contact and data points for various IATSE Locals. These details will assist Locals' efforts to assist members with their voluntary dues checkoff payments within their respective jurisdictions. It can, for many Locals, provide a comprehensive and customizable set of capabilities and benefits for local unions of the Alliance.

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

**Re: The Metropolitan Opera Agreement and the
Brooklyn Academy of Music Agreement**

Local 751 President Lawrence Paone and Business Representative Peter Attanasio, Jr. reported on the Local 751 negotiations with the Metropolitan Opera and Brooklyn Academy of Music (BAM).

It was observed that the BAM negotiations took place from November 2017 through August 2018 and the Met Opera contract talks occurred over a three-month period beginning August 2018 through November 2018. It was observed that these Local 751 CBAs are the industry-standards for box office agreements. The employers sought to limit the jurisdiction of the Local and to severely curtail the scope of the work under the CBAs. The Local strategically countered the proposals and was able to secure the jurisdiction, while maintaining their hard-won conditions.

Brother Paone reported that President Loeb assisted the Local in its negotiations with the Met Opera. In describing President Loeb's assistance in the Met Opera negotiations, Brother Paone quoted Dr. Maya Angelou who said that "people may forget what you said, people may forget what you did, but people will never forget

the way you made them feel.” Brother Paone relayed that President Loeb made the bargaining committee feel respected and that their work was important. He extended the Local’s sincere gratitude to President Loeb for his stalwart support to Local 751 in ways big and small.

President Loeb observed that the Local’s bargaining committees are always prepared, educated and well-versed in bargaining unit issues. He commended the Local for the successful conclusion of both the Met Opera and BAM agreements which maintain area standards and working conditions, while achieving wage increases and benefit contributions.

APPEARANCE:

LOCAL NO. 764, NEW YORK, NY

Re: Organizing and Political Activities

Appearing on behalf of Theatrical Wardrobe Union Local 764 were Local 764 President Patricia A. White, Secretary-Treasurer Martha Smith, and Business Representatives Frank Gallagher and Leah Okin. The report apprised the Board of the occasion of the Local’s 100th anniversary and focused on Local 764’s members, with their commitment to activism. The Local’s members are especially engaged in internal and external organizing, collective bargaining, and politics. A presentation with dozens of photos of proud Local 764 members in action accompanied the report.

Several of the Local’s recent and prominent activities were described. Local members and representatives have traveled to Washington, D.C. to conduct lobbying to secure National Endowment for the Arts funding; lobbying around New York City and State for Motion Picture and Television Tax Credits; working with Manhattan Borough President Gale Brewer to preserve New York City’s Garment Center, which has been center of garment creation for over a century; and working with the New York City Central Labor Council to defeat a state ballot proposal for a New York State constitutional convention, which could have disastrous fallout for union workers. There were also accounts of voter registration drives, participation in marches and the Local’s participation in rallies like the Women’s March, the World Pride March, and the annual Labor Day Parade. The Local’s philanthropic efforts were described, including food drives, and a twenty-three-year tradition of hosting an annual toy drive to benefit families dealing with HIV and AIDS. The annual Local 764 quilt raffle, which is now in its 18th year, has raised almost \$150,000 for the IATSE-PAC.

The Local’s philosophy focuses heavily on involving the membership in the representation process (by calling

in their work, reporting on workplace issues, and serving on negotiating committees). New organizing at current Off-Broadway productions, as well as Jazz at Lincoln Center and the New York City Ballet costume shop were noted.

Education and Training are highly valued. The Local is diverse and energetic, with social media, education programs, and an executive board that prioritizes the significance of attending events in support of the IATSE, IA Locals in New York City, and other unions. Special thanks were noted for Vice President Vangeli Kaseluris, Assistant Business Representative Margaret LaBombard, Chair of Trustees Shannon Koger, and the full executive board of Local 764. President Loeb remarked that members deserve to be celebrated most prominently, for their interest and activism. He noted that the Local is made up of active participants, which contributes to its growth and strength.

APPEARANCE:

LOCAL NO. 798, STATES OF ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, AND THE CITIES OF MINNEAPOLIS AND LOUISVILLE

Re: The Metropolitan Opera

Local 798 Business Representative Live Theatrical & Commercials Daniel Dashman, Secretary-Treasurer John “Jack” Curtin and Field Representative Samantha Reese reported to the Board on Local 798’s recent collective bargaining negotiations with the Metropolitan Opera.

The Opera opened the talks with a long list of proposals that would have gutted the Local 798 collective bargaining agreement including reductions to/elimination of pension accrual rates, rest periods, workers compensation, sick leave and premium pay.

Amongst the important issues Local 798 wanted to address was parity between makeup artists and hairstylists. It was reported that after years of de facto discrimination based on gender and sexual orientation in the classifications represented by Local 798, specifically in matters of wages, the Local has been aggressively seeking to achieve pay equity in its collective bargaining agreements.

A crucial problem for Local 798 was the disparate treatment of hair stylists vis-à-vis makeup artists. In the mid-twentieth century, makeup artists, by and large, were men and hairstylists were women. Thus, the pay that was received by these classifications reflected societal norms with males (i.e. makeup artists) receiving higher

rates than the female (i.e. hairstylists). This disparity continued through the years and was exacerbated because the root inequality had not been addressed until the 2011 negotiations when some progress was made redressing the inequality.

After several negotiation sessions and the exchange of voluminous information pursuant to information requests, the parties remained at a stalemate. President Loeb and Vice President Daniel Di Tolla both assisted the Local in its negotiations. It was reported that for the first time in its seventy-year history, Local 798 took its first strike vote. President Loeb attended that meeting and the vote was unanimous.

When the bargaining parties next convened, they reached agreement on a four-year CBA that protects the hard-earned conditions and includes annual increases in wages. Significantly, hairstylists and makeup artists who work on principal performers will now receive the same wages and conditions.

It was noted that Local 798 members in the north and south came together to unanimously support their MetOpera kin, regardless of craft or geography. A special thanks was extended to Sisters Tera Willis, Juliet Veltri, and Reese as well as to the entire MetOpera crew who stood tall and fast in light of great opposition. The Local extended appreciation to Vice Presidents Di Tolla and James J. Claffey, Jr. (President of Local One) as well as International Trustee Patricia A. White (President of Local 764), Lawrence Paone (President of Local 751), Leah Okin (Business Agent of Local 764) and Deborah Allton-Maher (Assistant Executive Director of American Guild of Musical Artists). Finally, the Local extended deep gratitude to President Loeb who stood with and guided Local 798 as they fought for conditions and pay equity that had been pernicious and problematic.

President Loeb remarked that the negotiations were unnecessarily protracted but had resulted in a successful conclusion with all of the Local's issues being addressed in some way. He commended the workers for their courage. He especially expressed his appreciation to the stagehands, box office, and wardrobe workers whose support buoyed the makeup artists and hairstylists. President Loeb noted that while five hairstylists were impacted personally this fight was about and for all workers.

**APPEARANCE:
LOCAL NO. USA829, NEW YORK, NY**

Re: Broadway Agreement

Local USA829 National Business Agent Cecilia A. Friederichs, Local USA829 President Beverly

Miller, Business Representative for Live Performance Carl Mulert, and Financial Secretary Michael Smith appeared before the Board to report on landmark contract negotiations between Local USA829 and The Broadway League.

As negotiations for the Broadway League agreement approached, the Local identified several significant issues that threatened to disrupt the process. First, assistant designers, who were employed at single payrates rather than a tiered pay scale yielded a constant string of various grievances. Second, due to the passage of time and growth of available technology in scenery and lighting design, the contract included a pay scale defined by terms which no longer had mutually agreed meaning (disputes arose over whether productions were actually single set or multisets).

The Local attempted to avoid acrimonious debate on these important issues and, with the consent of its member committee, sought to address them with two representatives of the Broadway League before formal negotiations were underway. The parties thus began discussions about how to make the contract more relevant to how business is conducted today.

Ultimately, it became clear that significant changes were necessary, which would lead to an overall restructuring of the entire Agreement, including not only scenery and lighting pay, but also the costume design pay scale; the concert pay scale; the royalties pay scale and rules for payments; a stepped pay scale for different types of tours; the geographic scope of the agreement for subsequent productions; merging the separate sound design agreement into the contract; making projection designers full participants; payment schedules; effective dates of work for designers. The Local also identified other areas for improvement, including developmental productions that transfer into Broadway and some fringe benefit changes and reallocations.

Representatives of the League were committed to addressing these matters, so the discussions carried on. Due to the magnitude of required changes, talks continued periodically for nearly a year. Each side corresponded with their respective committees to get feedback and approvals. The parties extended their contract for 90 days to the end of March 2019.

The fully completed, rewritten Agreement was presented to USA829 members for ratification. After a three-hour review and explanation of contract changes, it was unanimously ratified on April 15, 2019.

The new agreement is a four-year contract. Sound and projection designers are now integrated into a single

contract with members in other design disciplines. In addition, assistant projection designers are now covered with the same rates and conditions as other assistants. Pension, welfare, and annuity benefits are dramatically improved. The new rate structures for scenic and lighting design is based on either a single scripted location or multiple scripted locations (shifting the focus away from the problematic distinction between single or multiple sets). New rates took effect for 2019 and will increase annually during the term of the agreement. Pay parity for costume designers has been a priority for USA829 for several decades, and the new League agreement makes significant steps. Minimum rates for small plays will increase. In addition to productions on Broadway, the Agreement unequivocally covers subsequent use of the design produced or coproduced by the Producer worldwide. There are new stepped rates for various types of subsequent companies. Changes were also made to increase additional weekly compensation to designers during the run of a production.

For assistant designers the new contract will provide significant economic increases. Wages will increase annually each year with annuity, pension and welfare developments. The new Design Membership Candidate program, like apprenticeship, is expected to expand the scope of assistant work. It is designed to provide on-the-job training to inexperienced designers before they move on to become full assistants.

Those reporting concluded by again noting the expansive efforts, over nearly a full year, to totally revamp the contract. It was worthwhile to make the most of an opportunity to do so in a cooperative process with the full support of the USA829 Broadway designers and the Local's advisory committee. Their active input and approval were invaluable.

President Loeb thanked the USA829 representatives for their report. He agreed that the Local addressed some major issues in this contract, including the pay scale, pay parity, and the crucial step of integrating designers into one single contract. The employers also deserve credit for dealing with these major issues. He congratulated the Local on a job well done.

APPEARANCE: IATSE TRAINING TRUST FUND

IATSE Training Trust Fund Executive Director Liz Campos appeared before the General Executive Board to report on the Training Trust Fund's (TTF) new programs.

Director Campos began by updating the Board on Lynda.com, which is new and improved and now called

LinkedIn Learning (LIL). LIL offers all the same great learning opportunities with an even more user-friendly platform that gives more course recommendations, makes it easier to find courses, and allows users to connect their LIL account with their LinkedIn account and display course completions on their profile. Users do not need a LinkedIn account to use LIL. New applicants can find information on the TTF website.

Forty-four percent of Lynda.com subscribers have upgraded their accounts to LIL and can continue taking courses. Subscribers who have not already done so, must respond to the email from LIL and manually upgrade their accounts to LinkedIn Learning. Once upgraded, the account will automatically renew for the next year (starting in September) as long as the subscriber is still eligible for TTF programs.

Locals will be seeing an increase in outreach from the Training Trust Fund for this program. Locals should contact the TTF to designate a local coordinator if you have not already done so. Locals are encouraged to curate collections of skill-specific courses they want to make available to their members. The TTF will be providing information regarding curating courses.

Director Campos then discussed the popular Safety First! program. All sixteen courses are online for individuals to take at their own pace and for Locals to teach as group courses. The TTF encourages all Locals to apply for a local account and use the curriculum to teach these narrated safety courses to groups of members at their convenience. They are easy to teach once logged in and can be taught by anyone, regardless of their level of expertise. The courses all have optional audio narration. The courses can be paused so instructors can insert their own commentary. A very small number of Locals have utilized this resource so far and the TTF will be promoting this program heavily throughout the next year.

In April, the TTF piloted a new Train the Trainer (TTT) Course aimed at taking the theories from the TTF Teaching Techniques course taught by Mark Johnson and putting that knowledge into practical terms and applying it. The TTF engaged a curriculum developer with a background in labor and labor management training programs to develop a course that would give participants hands on course development time. The pilot was held in Los Angeles and was comprised of a small group of active trainers who had already attended the TTT: Teaching Techniques and the TTT Master Class and were working on the development of their own craft skills or safety course to teach at their Local. The TTF will roll this course out in September to active trainers who are nominated by their Locals,

have already completed the TTT Teaching Techniques course, and are working on the development of a new or revised craft skills or safety course.

The TTF has launched a new course completion card system. Sample cards were given to President Loeb, General Secretary-Treasurer Wood, and members of the Board. Anyone completing a TTF offered course will receive a wallet-sized completion card that links to their own individual Training Tracker account where they can view all the courses taken and certifications received that have been reported by their Locals.

Director Campos then discussed the TTF's AV program. The TTF wants the program to be effective in leading to job opportunities and efficient by matching training to tangible needs. To that end, the TTF embarked on a needs assessment earlier this year. The report is in its final state and the results will be available soon. The TTF is piloting some new courses on Networking and Install through AVIXA, and revamping the program to expand its reach and be inclusive of the many Locals that represent crafts utilizing the skills addressed by AVIXA in their courses. AVIXA will be rolling out new courses and members who work in design, projection, camera, audio and lighting, in addition to traditional AV, should check out the website. All IATSE workers are eligible for a free AVIXA membership, which unlocks many free and discounted training opportunities.

The TTF is also adding a new staff person whose sole focus will be the TTF AV program (which is being renamed to be indicative of its new direction). That new staff person will play a large part in preparing the renamed program for the future.

The TTF continues to grow. In the first half of 2019, it reached over 18,200 IATSE workers with 16,711 courses (including all the online courses and LinkedIn Learning) and almost 50,000 hours of training. In total, the TTF has now reached just short of 58,600 IATSE workers with more than 20,872 classes and 488,750 cumulative hours of training.

Finally, Director Campos announced that the TTF will be moving into the new IATSE WCO building sometime next month. Along with that move, the TTF will be adding several new staff members to the team to support new and existing programs.

Director Campos thanked President Loeb, General Secretary-Treasurer Wood, members of the Board, IA Representatives, the Communications Department, and MaryAnn Kelly for all their support of the TTF. President Loeb continues to make training, education, and continuous learning a priority. Special thanks to Vice

President Miller for all his work supporting the growth of the TTF and assisting it in many ways, along with Buffy Snyder and the staff and reps of the West Coast Office. Many thanks to the Trustees of the TTF for all their hard work, advice and dedication. Thanks go out to all the Locals and members who actively participate in TTF programs and continue to grow their Local training. The TTF exists to provide training opportunities for the Locals and their members, and their engagement is why the TTF has been such a success. Lastly, Director Campos gave a special thank you to the staff of the TTF who work so hard each day to bring top quality programs and support to all.

President Loeb thanked Director Campos for her report, noting that 58,600 people have been trained since 2011 and there are now fifteen hundred employers contributing to the TTF. The growth of the program has been astounding, it is a great success story and represents a culture change for the Alliance. President Loeb reiterated that the LinkedIn Learning program is free and encouraged local unions to share this information with the members.

**APPEALS:
JOSEPH REESE V. IATSE LOCAL NO. 2,
CHICAGO, IL**

The General Executive Board considered Joseph Reese's June 24, 2019 appeal of President Loeb's decision dated May 22, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Reese's appeal and resolved to communicate this decision to Reese in writing in accordance with the advice of legal counsel. President Loeb and International Vice President Craig Carlson abstained from participating in any debate and/or vote in relation to this appeal.

**APPEALS:
TED LEWIS V. IATSE LOCAL NO. 80,
HOLLYWOOD, CA**

The General Executive Board considered Ted Lewis' March 1, 2019 appeal of President Loeb's decision dated February 6, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Lewis' appeal and resolved to communicate this decision to Lewis in writing in accordance with the advice of legal counsel. President Loeb and International Vice President Thom Davis abstained from participating in any debate and/or vote in relation to this appeal.

AICP AGREEMENT

International Vice President and Director of the Motion Picture and Television Department Michael F. Miller, Jr., International Vice President Thom Davis, Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe, International Representative Steve Aredas, local union Representatives Chaim Kantor, Chris O'Donnell, Rachel Stanley, Scott Bernard, Mike Akins, Crystal Hopkins, Patric Abaravich, Daniel Dashman, and Jennifer Myers presented a draft memorandum of agreement and reported to the Board on the recently concluded negotiations for a successor to the IATSE-AICP collective bargaining agreement.

The parties met at the end of April/early May and were able to not only reach an agreement on the terms of a new contract, but they also resolved outstanding arbitrations and grievances concerning classifications represented by Local 871, which had been pending since the conclusion of the 2016 negotiations.

As set forth in the MOA, the successor agreement, which goes into effect October 1, 2019 will have improved rest periods and working conditions. Most notably, the parties negotiated insurance coverage and improved the agreement's nondiscrimination provisions. Specifically, regarding the latter, the new agreement expands the scope of those protected from discriminatory conduct. The anti-discrimination laws of California will apply to those employed under the agreement, regardless of where they are working. To address wage equity, the parties agreed to a substantial increase for Costume Designers, greatly making up some of the disparity between this classification and other department heads. Additional improvements are hazardous work compensation, improvements in travel allowances and meal penalties, expansion of covered classifications/expanded jurisdiction, improvements for Coordinator classification and the inclusion of Detroit in the agreement. Vice President Miller explained the worker-replacement requirements in the agreement, requesting that everyone follow the procedure in the contract regarding substitutions. Finally, he stressed the importance of organizing commercials, which will ensure that industry standards are followed by all employers and, in turn, strengthen the agreement.

Brother Bernard expressed the appreciation of his Local regarding the addition of a VTR Assistant to the agreement. Brother Kantor likewise conveyed his thanks on behalf of all the New York Production Locals. Sister Stanley stated that her Local is especially appreciative for the pay equity improvements, explaining that the costume designers went from being the lowest paid department heads in the agreement to wages comparable with their counterparts. Sister Hopkins expressed her thanks to

President Loeb and to everyone on the committee who stood together and who stood for each other.

President Loeb, who was also at the negotiations, agreed stating that "the negotiations committee was outstanding, and it shows in the results." He commended Sister Hopkins and Local 871 for their "courage" in resolving the grievances and arbitrations concerning the Local 871 classifications. He spoke about the significant gains that were achieved, specifically noting the move by the employers towards wage equity for all department heads, which he described as "unprecedented." President Loeb emphasized the point made earlier concerning organizing all the commercial work in every jurisdiction, explaining that doing so is imperative to maintain the terms and conditions of the AICP collective bargaining agreement. He congratulated the bargaining committee on their very successful negotiation. He then accepted a motion for the ratification of the Memorandum of Agreement, which the Board approved.

Vice President Miller then brought to the attention of the Board the situation concerning a commercial production company, Weasel Works. He advised that the company had a history of refusing to negotiate after employees came together to exercise their lawful right to seek benefits and the protections of a union contract. President Loeb, after careful and deliberate review of all the circumstances concerning Weasel Works, and with the unanimous consent of the General Executive Board, declared Weasel Works an unfair employer pursuant to Article Seven, Section 10 of the IATSE International Constitution. Accordingly, IATSE members are prohibited from rendering any service for the company until further notice, effective immediately. Those in attendance signaled their approval with a rousing sustained standing ovation.

ALBERTA FEDERATION OF LABOUR

International Vice President Damian Petti and Canadian Labour Congress Delegate Siobhan Vipond reported to the General Executive Board on Vipond's re-election to her fourth term as Secretary-Treasurer of the Alberta Federation of Labour:

Vice President Petti explained that Delegate Vipond's re-election is good news for Alberta workers and the labour movement in general. She is a committed trade unionist and tireless advocate on occupational health and safety, women's equality and the importance of workers' voices at all levels of government and industry. In her pursuit of social justice and workers' rights, such as the \$15 is fair campaign, Delegate Vipond has built strong networks between unions. She worked as the long-time coordinator of the AFL/CLC Annual Winter School and Director of

the AFL Kids' Camp, passing shared values to the next generation. Prior to joining the AFL, Sister Vipond worked as a proud member of IATSE Local 210 where she served as Secretary, Vice President and President.

President Loeb congratulated Delegate Vipond on her recent re-election, noting that her advocacy and activism for and on behalf of working class people is worthy of recognition.

ANIMATION AFFILIATION

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Julia Neville, Peter DaPrato and Jeremy Salter, Canadian Office Operations Manager Nate Richmond and founding director of the Art Babbitt Appreciation Society (ABAS) Vanessa Kelly reported to the General Executive Board on IATSE's Animation sector initiatives and relationship with ABAS.

Organizing efforts in the Animation sector continue in Canada with town hall meetings and panels to raise awareness about the benefits of union representation. The Canadian animation industry is large and growing with many studio facilities. In Vancouver, it is estimated the number of animation workers to be approximately 5,000, with larger animation studios employing over 700 animation workers each.

In recent years in Vancouver, organizing efforts have focused on working with ABAS, which was recently incorporated as a BC Society. Following media coverage in 2016 of unpaid overtime on "Sausage Party", Vancouver animators formed this grassroots group to support unionizing the BC animation industry. They called themselves the Art Babbitt Appreciation Society in honour of a Disney animator who led unionizing efforts there in Los Angeles in the 1940's. The ABAS and the IATSE have hosted many animation townhall meetings (both general and Studio-specific), at which union reps and other guest speakers have shared information and success stories.

The ABAS has a website (<https://www.artbabbittsociety.com/>) and is very active on Twitter (@artbabbittsociety) and Facebook.

At a meeting in Vancouver in early July 2019 amongst Vice President Lewis, Representatives Neville and Salter, the three directors of ABAS and legal counsel, the following objectives were discussed:

A Strategic Alliance Agreement between the IATSE and the Art Babbitt Appreciation Society, to affirm that:

a. The ABAS and the IATSE will work together on

projects of mutual benefit regarding the animation industry in Canada.

b. The ABAS and the IATSE will jointly brand materials and social media platforms on projects of mutual benefit, and

c. The IATSE will financially support ABAS for expenses related to projects for their mutual benefit.

President Loeb has approved this plan and agrees that together with animators in the ABAS the two organizations can work together to expand and strengthen opportunities related to animation. The IATSE has been working with the animation community in Canada for many years to improve their working terms and conditions and is very proud to announce its formal partnership with the ABAS at the General Executive Board meeting in Montreal, Quebec, through the signing of a Strategic Alliance. The General Executive Board and gallery attendees proceeded to welcome ABAS into the IATSE family with a standing ovation.

BECTU

Interim Director of Communications Jonas Loeb reported that he, along with former Director of Communications Matthew Cain, retired International Vice President Anthony DePaulo, and President Loeb, attended and participated in the 2019 BECTU Sector Conference, in Brighton, U.K.

The IATSE delegation began the two-day event by attending the London Production Division (LPD) meeting on May 18th. The meeting focused on various topics, including difficulty winning contracts with international production giants, anti-union campaigns and tactics, challenges developing and maintaining relationships with freelancers, and the culture of long hours in the industry.

During the LPD meeting, BECTU officials outlined their #EyesHalfShut campaign, which seeks to decrease the industry's reliance on a culture of long working hours. Interim Director Loeb reported that this meeting initiated talks concerning IATSE participation in the campaign, and collaboration efforts are underway.

The IATSE delegation attended a Young Members Forum networking event, where they met and spoke with dozens of young BECTU members and officials. These conversations not only shed light on the similarities and differences between the issues facing IATSE members and BECTU members, but they also helped facilitate a stronger bond between these sister unions.

President Loeb addressed the BECTU Sector

Conference on May 19th. In his speech, President Loeb discussed how issues like industry/new media consolidation, anti-union campaigns/tactics, subcontracting, misclassification, and long hours are difficult, industry-wide, international challenges, but progress is still possible. His speech also encouraged union members to become more politically engaged, referencing a worsening political climate in the U.K. that is eerily similar to the U.S. The speech was extremely well received, with one BECTU presenter even proclaiming, “Matt Loeb 2020!” afterwards.

President Loeb thanked Interim Director Loeb for his report. The work with BECTU, UNI-MEI, and the IATSE’s international counterparts is vitally important. These organizations share and discuss industry standards, work together to come up with innovative solutions to common problems, and innovate together. This work also supports the industry’s young workers. The International will continue to work closely with these organizations on these efforts.

CANADIAN LABOUR CONGRESS SOLIDARITY AND PRIDE COMMITTEE

IATSE Canadian Office Operations Manager Nate Richmond reported to the General Executive Board on his activities as the IATSE representative on the Canada Labour Congress Human Rights Advisory Committee Solidarity & Pride Working Group.

Richmond reported that he attended the CLC Solidarity & Pride Working Group meetings in Ottawa over two days in April 2019. At those meetings, the Working Group confirmed its next convention will be held in Vancouver, British Columbia in May 2020. The Working Group also confirmed that non-gendered based pronouns would be used for all name badges for Convention attendees. Over the course of the two days, the Working Group engaged in a number of discussions on topics of relevance to the Working Group including the Canadian Blood Services differential treatment of blood donations received from men who engage in sex with other men (MSM’s) and the “Blood Surrogate” social media campaign aimed at bringing awareness to the issue.

President Loeb thanked Richmond for his representation of IATSE on the Working Group and his report.

CORNELL UNIVERSITY/AFL-CIO STRATEGIC CORPORATE RESEARCH SUMMER SCHOOL

Interim Director of Communications Jonas Loeb reported that he, along with International Representatives

Jeremy Salter and Kevin Allen, and West Coast Office Paralegal Dinh-Tuong Luong, attended the AFL-CIO Strategic Corporate Research Summer School at Cornell University’s School of Industrial and Labor Relations in Ithaca, New York from June 9 - 14, 2019.

The course featured a twenty-four-step model for conducting strategic corporate research, designed to include the information necessary to engage in comprehensive campaigns, including identifying corporate decision makers, key relationships, profit centers, growth strategies, and supply chains. Using this model gives researchers a comprehensive look at organizations’ internal operations, command and control, and outside stakeholders. In long-term campaigns, being armed with this information can be indispensable in verifying that unions are in touch with the right people and the campaign is run most effectively.

Through hands-on work examining real companies and corporate structures, the course familiarized attendees with a variety of legal, academic, and business research tools including Mergent Intellect, Mergent Online, LexisNexis, the U.S. Security and Exchange Commission’s EDGAR database, and other tools in the Cornell University Library, which the attendees have continued access to in the months following the week-long course.

The week-long course successfully equipped the four IATSE attendees with the necessary skills to conduct strategic corporate research at a sophisticated level. Those reporting expressed enthusiasm about gaining the experience, and qualifications offered by the program and look forward to utilizing these skills, and a methodical approach to strategic corporate research in future IATSE campaigns.

President Loeb thanked the attendees for their report and noted that applications to this program are required and acceptance is limited. The Alliance now has several people who have been trained in this program and to the extent we can do so, will continue to send participants to this course and invest in this type of training.

EVERY PLATE FULL CHALLENGE

International Vice President Damian Petti presented a power-point presentation to the General Executive Board on the 2019 Canadian National Food Drive and IATSE’s year-over-year successes in the Every Plate Full Challenge.

The initiative, in its fifth year, was an overwhelming success again in 2019, raising over 300,000 meals and cash donations of \$102,500. Over the past five years, IATSE

has raised over 1.2 million meals and over \$412,000 in cash donations. Vice President Petti highlighted some of the notable efforts by IATSE Locals in 2019, including contributions by Locals 58, 129, 212, 580, 828, 856 and 873.

President Loeb congratulated Vice President Petti, the Canadian Office and all participating Canadian Locals on the tremendous success of the national food drive again in 2019.

FISERV FORUM

International Vice President Craig Carlson, International Representative Ben Hague, Local 2 Vice President Frank Taylor, Local 18 Business Manager and President Tom Gergerich and Mike Griebel, respectively, reported to the Board on the successful effort to organize Milwaukee's brand-new Fiserv Forum Arena.

On January 26, 2018, Local 18 requested assistance from the International with its representation campaign. President Loeb assigned Vice President Carlson who—over the course of nineteen months—worked tirelessly along with the dedicated officers of Local 18 to win a representation election and negotiate an inaugural collective bargaining agreement at Fiserv.

At the outset of the campaign, President Loeb defined the mission in one sentence, “All stagehands who worked Bradley Center and now crew Fiserv Forum must be covered by a Local 18 Agreement and offered membership”. Against the backdrop of a video showing the diverse workers at Fiserv as they were sworn into membership/received their Local 18 membership cards, Vice President Carlson stated:

- Due to the courage of over 100 stagehands, seen on the screen, who entrusted us to represent them in a bottom up organizational effort with an NLRB election;
- Due to the brave leadership of Local 18's Business Manager and President Tom Gergerich and Mike Griebel, respectively, who acknowledged these stagehands as brothers and sisters who exercise the skills of the IATSE craft and deserve an area standard agreement with Local 18 Membership;
- Due to the hard work of Local 2 Vice-President Frank Taylor who for months led bannering and rally efforts;
- Due to International Representative Ben Hague's tremendous organizing efforts;
- Due to Vice President and Stagecraft Department Director Daniel Di Tolla, Assistant Director

Joe Hartnett and General Counsel Samantha Dulaney's encouragement, advice, support and candid guidance;

- Due to the former IATSE Political and Legislative Director Erika Dinkel-Smith's informing Milwaukee's political leaders and the Democratic National Committee Officials about the IATSE's campaign for the workers;
- And especially, due to President Loeb's unwavering support in all the above and his complete dedication to this fight;

That for all these reasons, Vice President Carlson can proudly report that he and the officers of Local 18 had realized the mission set forth by President Loeb in January of 2018 to organize the Fiserv Forum. Vice President Carlson further advised that more than 120 applicants have been welcomed into Local 18 membership. He thanked General Secretary-Treasurer James B. Wood for processing those applications expeditiously.

Vice President Carlson reported that the collective bargaining agreement includes area-standard wages with annual increases, retirement and health contributions, terms and conditions that provide for worker protections and safety.

Local 18 Business Manager Gergerich added that in addition to the new members and the new agreement, another excellent point is that all of this happened in Wisconsin—the new incubator for anti-worker legislation and attacks. He stated that this organizing drive shows that labor can fight back and achieve great success. He expressed his deep appreciation to Vice President Carlson, Brother Taylor and all the members of Local 2 for “their incredible show of solidarity” with Local 18. Brother Gergerich thanked President Loeb for his stalwart support through the entire process. He advised President Loeb that the response from new and current members was exciting and heartwarming.

President Loeb remarked that the Fiserv Forum efforts are “monumental,” observing that because of this campaign, the lives of workers and families will be changed. He stated that our job is to “represent workers.” He noted that Local 18—with the capable assistance of Vice President Carlson, Representative Hague, Brother Taylor and all the members of Local 2—are doing that. President Loeb specially commended the workers at Fiserv Forum—who took a risk—and Brothers Gergerich and Griebel and Local 18—who had the courage to step up and do the right thing for the Fiserv stagecrew. President Loeb remarked that he could not be prouder to welcome into the IATSE the dedicated workers at the Fiserv Forum.

Alpine Valley Music Festival

As a result of the success at Fiserv Forum, Local 18 was also able to organize the Live Nation Alpine Valley Music Festival in East Troy, Wisconsin. This festival is a mainstay in the region, operating for at least thirty-four years. The IATSE demonstrated majority status and has negotiated a Local 18 addendum, which covers Alpine Valley Music Festival, into the IATSE & Live Nation “National Amphitheatre Agreement”. Consequently, each of the Festival’s ten concerts this summer will be worked under an IATSE collective bargaining agreement.

Vice President Carlson extended his appreciation to those listed in the Fiserv report. He especially extended his appreciation to President Loeb who did work behind-the-scenes with labor and political contacts and allies to ensure that the stagecrew at Alpine Valley Music Festival and the Fiserv would be represented and work under union collective bargaining agreements.

President Loeb stated that the organizing of Alpine is an example of when you do the right thing, you come out on top. He observed that Vice President Carlson was on the ground day-in and day-out; exhibiting steely resolve to see this effort to a successful conclusion. He remarked further that by Local 18 increasing its membership, it has also increased its strength and respect in its jurisdiction. President Loeb congratulated Vice President Carlson and Local 18 for a great job.

FRONT OF HOUSE ORGANIZING REPORT

International Vice President John Lewis, International Representative Jeremy Salter, Local B-173 Secretary-Treasurer Paul Williams and Local 58 President Justin Antheunis reported to the General Executive Board on front of house organizing initiatives.

In March of 2019, Local B-173, with the assistance of the International, commenced an organizing drive seeking to represent front of house staff working at the Young Centre for the Performing Arts, which is home to the Soulepper Theatre Company and the 315-seat Marilyn and Charles Baillie Theatre and 269-seat Michael Young Theatre. This organizing opportunity gave rise to the creation of an organizing initiative aimed at securing bargaining rights for all front of house workers in the Greater Toronto Area. The initiative started with the formation of an organizing committee consisting of representatives from the International as well as Locals B-173, 58 and 822 to identify organizing targets. It has grown to include comprehensive written materials as well as a website and a social media presence devoted specifically to front of house organizing. In May 2019,

Local B-173 filed an application for certification with the Ontario Labour Relations Board seeking to represent the front of house staff at the Young Centre. Shortly thereafter, Local B-173’s was certified as the exclusive bargaining agent for front of house staff at the Young Centre following a representation vote where employees voted overwhelming in favour of being represented by the IATSE.

Following this successful organizing drive, Local B-173 hosted a combined victory party and campaign launch for its other organizing initiatives. The Local invited members and front of house workers from other venues in an effort to connect with like-minded individuals interested in being represented by the IATSE. The event was a success.

President Loeb congratulated Local B-173 on its successful organizing drive. In doing so, President Loeb emphasized the importance of identifying organizing opportunities for all Locals in order to continue to grow the Alliance.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Daniel Di Tolla, John Lewis, Michael Barnes, Craig Carlson, and James J. Claffey, Jr.; International Trustee Patricia A. White, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Peter Marley, Christopher “Radar” Bateman, Daniel Little, Stasia Savage, Allison Smartt, and Special Representatives David Garretson, and Joseph Short, updated the Board on the activities in Stagecraft since the winter Board meeting in Austin, Texas.

International Vice President John Lewis reported on the activities of the Canadian Office. Negotiations have been completed with signatories to the Canadian Pink Contract. President Loeb received a motion to adopt the Canadian Pink Contracts as submitted. The motion was duly seconded and ratified by the Board.

International Representative Little reported on the membership growth strategies of the Fourth District Locals, including the organizing efforts of Locals 8, 12, 22, 284, and 752. Local 8 filed a ULP against AEG alleging retaliation against workers employed at Franklin Hall for their efforts to organize. Local 12 was voluntarily recognized by CATCO with negotiations pending. Local 22 has filed a representation petition against PSAV for a unit of riggers. A hearing was held on the unit and the Board approved the unit of riggers. Local 284, through internal organizing, has increased its membership by forty-six percent. Local 752 has commenced an organizing

drive. Representatives Little and Marley reported on the progress of Local 501, which has approved its Constitution and Bylaws.

International Representative Allison Smartt reported on Comet Training with Locals 16, 99, 107, 363, and 784. She also reported on the successful conclusion of negotiations with Local 768 and Pasadena Playhouse, Dolby Theatre, and Center Theater Group and with Local 99 and United Concerts. Negotiations are ongoing between Local 122 and the Old Globe Theater and Local 768 and the Ahmanson Theater. Representative Smartt also reported on ongoing organizing efforts with Local 363 and their negotiations with Harrah's Casino and Grand Sierra Resort.

International Representative Savage reported on the conclusion of negotiations between Local 757 and the Michigan Theater Opera, Little Caesars Arena, and Local 274 and Michigan State University. Negotiations are ongoing between Local 190 and SMG. Representative Savage reported on organizing activities involving Locals 298 and 540.

Special Representative Garretson reported on the International efforts to assist Locals involved in large outdoor concerts and festivals; including Local 347 and the Beyonce tour; Local 17 and Dany Wimmer Presents festivals, Local 635 and the Billy Joel tour. He also reported on the Kevin Hart show in the jurisdiction of Local 60. In each instance the International facilitated efforts to coordinate amongst numerous Locals to ensure the successful staffing of the events.

International Representative Bateman reported on organizing efforts involving Local 7. He also reported on successful contract negotiations involving Local 803 and the AT&T Performing Arts Center as well as Locals 488 and 887 and the Seattle Theater Group. He reported on assistance to Local 154 to prevent the Oregon Shakespeare Festival from unilaterally imposing new policies without consultation with the Local. He updated the Board regarding the ongoing negotiations between Locals 15 and 28 and Rhino and the public relations campaign.

International Representative Peter Marley reported on the conclusion of negotiations involving Local 415 and University of Arizona, Local B-18 and The Paramount Theater, and the San Francisco Giants, and Shorenstein Hays Nederlander. Negotiations are ongoing between Local B-192 and Universal Studios. Following successful organizing drives, negotiations have begun involving Local 504 and Disneyland on behalf of a unit of Pyrotechnicians and Local B-18 and the San Francisco Giants for a unit of Fan Lot Employees.

International Vice President Michael Barnes reported on negotiations between Local 55 and the Berglund Center in Virginia. The Local previously had an agreement with Spectra Venue Management covering the venue. It was taken over by the city which is prohibited from having contracts with unions, so an agreement had to be negotiated with a payroll company to preserve the work jurisdiction of the Local. Vice President Barnes also reported on the successful organizing of the Hard Rock Casino by Local 917 and the successful conclusion of negotiations for a first contract. He also reported on the preparations for negotiations with Spectra Venue Management for a successor to the national contract covering forty-three venues.

Assistant Director of the Stagecraft Department D. Joseph Hartnett reported on contract negotiations involving Local 862 and the Pittsburgh Cultural Trust, Local 636 and Penn State University, and Local 69 and the Orpheum Theater and Memphis Ballet. He also reported on the progress of the Rhino organizing campaign with Locals 22 and 336. Assistant Director Hartnett also updated the Board regarding preparations for the upcoming negotiations for the Pink Contract with the Broadway League/Disney and the five non-League touring companies.

International Vice President Di Tolla reported on the successful negotiation of the contract between Local 494 and the production of "Hamilton" appearing in San Juan. This is the first contract involving stage work for Local 494. Vice President Di Tolla updated the Board regarding organizing efforts involving Local 417 as well as Local 39 in New Orleans. He reported on the successful conclusion of negotiations for a successor contract between ATPAM and the Broadway League and Local 772 and JAM Productions for the National Theater. Ongoing negotiations involve Local 751 and the Brooklyn Academy of Music and Local 798 and the Metropolitan Opera and Local 74 and Live Nation. He also reported on the mergers of Locals 311 and 499 and B-935 and 96.

President Loeb observed that the Department's report was comprehensive—covering coast-to-coast in both countries. He commended the Stage Locals and the Department for aggressively organizing non-union venues, employers and workers. President Loeb also acknowledged the efforts to promote safety and training certifications. Finally, he noted the coordination between U.S. and Canadian Officers, observing that "IATSE Officers and Representatives are the finest group the organization has ever had." and commended the Department for its work.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John Lewis, Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Steve Aredas, Scott Harbinson, Lyle Trachtenberg, and Wade Tyree reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting.

Vice President Miller discussed the upcoming launch of new streaming outlets which continue to disrupt the industry and promises a crowded field of contestants in the next few years. AT&T's WarnerMedia streaming package (which will have HBO, Cinemax and WB movies and series) will be priced relatively high at \$16 or \$17 a month, compared to Disney+ at \$6.99 a month. NBCUniversal is also launching a new platform with an already large library of content. Apple has not determined whether its new subscription will be ad supported or subscription based, but either way they will need to create a lot of new material to capture viewers. Already aiming to remain a necessary expense, Amazon Prime has a number of original, high-budget sci-fi and fantasy series debuting this year.

All of the streamers are wrestling with the benefits of licensing content to their competitors versus keeping it for themselves. Disney, along with its controlling stake in HULU, has been very clear that it will not share programming with Netflix, its chief competitor. CBS, Sony, and Viacom are likely to continue to produce and license content, while Disney has indicated that it will not.

Disney now has operational control of HULU after acquiring Comcast's minority share. NBCUniversal content will remain on HULU but with the option of NBC streaming some of that content on its new streaming service in 2020. HULU will be home to Disney's adult content and expects over 60 million subscribers by 2024. HULU has announced that it now has over 27 million paid subscribers, a 12% increase since 2018.

Hotstar is a streaming service in India that Disney acquired in the Fox acquisition. It has over 300 million subscribers, which is twenty times the number of Netflix and Amazon Prime subscribers in India combined. A major factor in Hotstar's success has been acquiring the streaming rights for U.S. hit shows. This dynamic is playing out in other markets as well, but to a lesser extent.

YouTube Originals announced a shift to AVOD. This

shift to free content with ads is a move away from YouTube Premium (formerly YouTube Red) and is shifting from higher cost scripted content to lower cost live event, music, and gaming.

Both NBCUniversal and Viacom are developing international streaming services. NBC's new service will be available free with ads to Comcast and Sky MVPD customers in the U.S. and Europe, opening access to over fifty million viewers for advertisers. Viacom has recently acquired Pluto TV which will operate as an AVOD platform and feature content from the company's cable networks.

Amazon is growing its acquisition and production slate and analysts estimate that by 2024 they will double their current spend of \$5 billion per year.

It is clear from this litany of new players in the field that competition for online viewership and dollars is about to become fierce and will affect our negotiations for years to come.

A recent study found that Netflix has become more popular for viewing TV content than actually watching it on traditional cable and broadcast TV. Viewing content "second hand" like this generates residuals that provide one stream of funding to the Motion Picture Industry Pension Plan. However, if companies decide that retaining their content is more valuable than licensing to other entities that will need to be addressed in bargaining. The Department will continue to monitor these emerging trends and how they impact the health and pension plans as preparations for the 2021 Basic Agreement negotiations begin.

As a result of the frenzy to build a library of original content to draw viewers, last year ended with the Motion Picture Industry and Health Plans topped one hundred million hours of contributions for the first time, and the IANBF continues to see increased employment in the Motion Picture and TV area. Major and mid-sized markets are reporting record levels of employment.

The Department continues to negotiate appropriate wages, terms and conditions for all "new media" projects, both for one-offs and term signatories signed through the IATSE.

Vice President and Director of Canadian Affairs John Lewis discussed motion picture production in Canada. The International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There

are now 377 companies signatory to the Canadian Binder Agreement and 43 to the Canadian Local Unions Term Agreements.

Statistics up to April 2018 indicate the total volume of film and television production in Canada increased by 5.9% to an all-time high of \$8.92 billion. Virtually all of the growth was due to another sharp increase in the volume of Foreign Location Services (FLS) production in Canada. For only the second year, Foreign Service Production work surpassed domestic television and feature film.

BC Low Budget Organizing

Since 2016, Local 669 has continued to organize lower budgeted productions and the International is committed to bringing this work under a collective agreement. In January, Representative Julia Neville and Vice President Lewis met with the executive board of Local 891. They led the group through a COMET presentation which had been revised to specifically address Local 891. The focus of the presentation was to identify the growing non-union low budget sector in BC which has expanded to close to 100 productions a year. The COMET presentation was subsequently presented to the Executive Committee of the Local which is comprised of representatives from each of the fourteen categories it represents.

Vice President Lewis was pleased to report that on April 15, 2019, Local 891 wrote to President Loeb confirming their decision to commit the necessary resources to organize this sector of the industry. This is a large undertaking, but Vice President Lewis is confident the Local, with the support of the International is up to the challenge.

LetterKenny

The Canadian Motion Picture and Television Department had previously reported that “LetterKenny” is a Canadian television production being produced in Northern Ontario. In its first year in production it signed a three-year term agreement with NABET. In the last two seasons, the vast majority of the crew were members of Local 634. Working under a NABET agreement meant they were required to pay permit fees and did not receive health or retirement contributions. The members of Local 634 wanted to be represented by the IA. The Local waited for the open period and filed to certify the fourth season of “LetterKenny”. Of the thirty-four members who voted, thirty-two were members of Local 634 and 2 were members of NABET.

Settlement discussions took place over a number of months, but no progress was made. Finally, on the

evening of the Department’s return from staff training, Representative DaPrato and Vice President Lewis, along with Counsel Ernie Schirru were able to negotiate a settlement. The current season will remain NABET, but IATSE members will continue to work the production and not lose the seven per cent for permit fees charged by NABET nor will they lose their health and retirement contributions. Season 6 (which has already been greenlit), will be under an agreement with Local 634 and there will be a vote to determine which union agreement applies for season 7. Vice President Lewis expressed confidence in the results of that vote.

The International is working with Local 634 to organize an emerging production centre in Ottawa, Ontario, Canada’s capital. Last year saw the announcement of the building of a purpose-built sound stage and the expansion of a film commission office.

Netflix litigation

In June 2018, Netflix began shooting the feature film, “Murder Mystery”, which has a budget in excess of \$35 million. Under the terms of the Quebec legislation, this production clearly fell under the jurisdiction of the IA. On June 13, AQTIS challenged the Netflix production, claiming it to be a domestic production falling under Sector 1 and the jurisdiction of AQTIS. The International and Locals 514 and 667 were quick to respond and eventually AQTIS adjourned the matter and has made no effort to list it for hearing. The production went ahead as scheduled and was crewed by the IA and worked under agreements with Locals 667 and 514.

Conversations between the International and Netflix continued over the spring triggered in part by the announcement that Netflix was becoming a member of the MPAA. In June of 2019, AQTIS filed an application to raid the bargaining rights of the IATSE with respect to all work performed by the US Studios. On July 2, legal counsel for Netflix wrote a very helpful letter to the Quebec Labour Board, which Vice President Lewis read in part.

Vice President Miller then reported on the successor agreement for Horizon Alternative’s low-budget non-dramatic programming. In May, negotiations were held in Los Angeles. The large wage increases negotiated last year for Fremantle’s low-budget non-dramatic agreement were used as the new industry standard and Horizon Alternative’s wage minimums were dramatically increased and they are now in line with Fremantle. Finally, “The Bachelor” and its spin-offs were moved out of this agreement and are now covered by the appropriate Majors Agreements, primarily the Videotape and Area

Standards Agreements. Many of the crew saw a sizable improvement in their wages and all saw an increase in their IAP contributions.

There are currently 442 commercial signatories, but dozens of new companies are popping up producing commercials nonunion, which creates many opportunities for organizing this work. The IA Motion Picture Locals continue to face challenges from non-union competition. Often, IA members are servicing these jobs non-union. Not only does this practice erode terms and conditions, it also has a direct impact on the funding of the industry health and pension plans. Members who qualify for benefits and then work non-union are being subsidized by other members. Now is the time to personally engage IATSE members about the necessity to flip these jobs union.

The IA and Local 839 concluded negotiations with the Warner Animation Group for a successor agreement in May. The gains in the WAG agreement track those made previously in the TSL Agreement with Disney. Both the TSL and WAG Agreements were ratified by the Local 839 bargaining unit and are three-year deals.

There are twenty-four IATSE term signatory award show companies with dozens of single productions executed each year. The Department has signed multiple live events, such as comedy specials, taped for Netflix and other streaming services in recent months.

Payroll deposits remain one of the key protections for IATSE members working on independent productions by single purpose entities and some term contract employers with a previous payment problem. Deposits are a safety net for when members are not paid or their benefits are not contributed.

Unscripted television and new media series have become a recurring target as well throughout the southern region. Organizing these productions often raises the hourly wage for many members of the crew and generates significant amounts of health and pension contributions to the Plans. With a crew size potentially of over 100 people and an unorthodox shooting schedule, organizing wins like “Love Story” and the Netflix series “Prank Encounters” are prime examples of our ability to obtain better conditions, protections and benefits for unscripted crews.

In New York, production is booming, not just in Manhattan but Upstate as well. This summer, New York expects to be the busiest it has ever been. Working with the New York Production Locals, the Department has been able to organize numerous productions throughout the jurisdiction resulting in wages, terms and conditions

for both established and new members in all crafts and Locals. Simple policing of a jurisdiction has the ability to positively impact hundreds of crew members and their families alike.

Vice President Miller reported that Washington State has amended its incentive program to attract smaller budgeted projects and the Department has organized a few low-budget productions that were taking advantage of this incentive. An interesting requirement of this program is the employer is required to make benefit contributions to the employees. This creates an incentive for producers to negotiate with the IATSE.

Moving further south, NBCUniversal has entered into an agreement to turn an empty warehouse in Albuquerque into a television and film studio with two sound stages, offices and a construction site for building sets for future productions. There will be 330 full-time employees year-round at this location. NBCUniversal’s investment is expected to have an economic impact of more than \$1 billion over ten years. This comes just one year after Netflix announced its own plans to create a production hub and spend \$1 billion in New Mexico over the next ten years.

This year has been, and will continue to be, a busy and productive year for negotiating new and successor agreements, including the AICP Commercial Agreement, which is the subject of a separate report.

President Loeb thanked the Department for its report and remarked on the changing ways in which people consume entertainment. There appears to be no end in sight to the increase in volume of production. It is vitally important that the Union continue to offer training to members, to ensure their safety and to ensure that the IATSE is offering the best trained crew members possible. The commercial market is changing, and the Union must be vigilant in this area by pursuing organizing opportunities and encouraging members to call in jobs. He ended by thanking the entire Department for its important work.

IATSE TRADESHOW AND DISPLAY DEPARTMENT

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, International Vice President C. Faye Harper, International Trustee and Representative Carlos Cota and International Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, James Brett and Ben Hague provided an update of Departmental activities

since the General Executive Board meetings held in Austin, Texas in February, 2019.

PSAV Canada

As reported previously, IATSE Local 58 was certified by the Ontario Labour Relations Board as the exclusive bargaining agent of audio visual technicians regularly working at the Sheraton Center Hotel in Toronto in a decision issued in 2018. PSAV's judicial review application of this decision was argued in Superior Court in June 2019 and dismissed with costs payable to the IATSE. The Local is now in the process of trying to schedule bargaining dates with PSAV so the process of reaching a first collective agreement can begin. Hotel X, which is located on the grounds of Exhibition Place in Toronto, where PSAV is the in-house AV provider; continues to refuse to use Local 58 members for work that is within the jurisdiction of the Local under the terms and conditions of its contract with the Exhibition Place. The Local has filed multiple grievances which have been referred to arbitration.

Freeman AV (aka Encore) Canada

IATSE Local 58 was certified as the exclusive bargaining agent for audio visual technicians employed by Freeman AV (aka Encore) at the Metro Toronto Convention Centre. The Local is in the process of bargaining a first collective agreement with Freeman.

The Department has also entered into negotiations with Freeman AV – US to include six Locals from four Canadian cities in the Freeman AV National Agreement. The Locals include: Local 56 Stagehands and Local 863 Wardrobe/Hair and Makeup in Montreal; Local 58 Stagehands and Local 822 Wardrobe/Hair and Makeup in Toronto; Local 118 in Vancouver; and Local 212 in Calgary. These negotiations are currently on hold, pending the Encore sale to PSAV. Once the sale is complete, a Canadian Addendum to the Freeman AV National Agreement will be created to include the Locals.

Canadian Training & Tradeshow Participation

Local 58 hosted three days of Customer Service Training for more than sixty participants in May 2019. Additional dates are planned to reach more of the membership. In August 2019, International Vice President and Director of Canadian Affairs John Lewis and International Representatives Brett and Jason Vergnano are scheduled to attend the Canadian Institute of Theatre Technology in Whitehorse, Yukon. The tradeshow provides the opportunity to network with

industry professionals, academic institutions, theatre students and other industry stakeholders.

United States Negotiations & Training:

Local 13 Minneapolis-St. Paul, MN

Representative Cook assisted the Local 13 in negotiating a new agreement with National Convention Services which provides wage increases in each of the next five years.

Local 15 Seattle, WA

Local 15 successfully negotiated a supplemental agreement with Global Experience Specialists (GES) covering rigging in the Seattle Convention Center with the assistance of Representative Cook. The agreement covers three years with annual wage increases. There were further discussions about training in other areas like booth and carpet installation and the adding of those categories to the supplemental agreement which in turn will increase work opportunities for the Local.

Local 28 Portland, OR

The Local's ongoing organizing efforts have resulted in an increase in trade show work in its jurisdiction over the past year creating a need to recruit new referents to cover the work. Representative Cook has been working with the Local 28 business representative and training chairman on their recently revised orientation class. The course includes workplace safety, the history of the IA, Local work rules, dispatch procedures, dress code, customer service training and path to membership. Since the last GEB, two training sessions were held reaching over sixty new referents.

Local 31 Kansas City, KS

Local 31 has been working with Representative Gandolini on renewing its Tradeshow Area Standards Agreement. To date, the Local has been successful in signing Accent on Cincinnati, American Convention Exhibit Services, Exhibit Associates, Freeman Expositions, Inc., GES, Heritage Trade Show Services, Shepard Exposition Services, UPA Production Services, and Lancaster Management Services. The term agreement covers three years and includes wage and benefit increases. The Local will continue to secure further signatories to this Area Standards Agreement as they perform work in this jurisdiction.

Local 46 Nashville, TN

Representative John Gorey was instrumental in obtaining a contract with James Thomas Productions, Inc. (JTP) to cover work for the 2019 NFL Draft in Nashville.

Local 51 Houston, TX

Representative Gandolini has worked with new Local 51 Business Agent Bob Barker to provide Customer Service Training in July 2019 with AV Essentials training to be scheduled later this year.

Local 53 Springfield, MA

Representative Kiracofe previously reported on negotiations between Local 53 and MGM Resorts. MGM became the venue manager for the Mass Mutual Center (MMC) in Springfield, MA in early 2017. A critical element affecting negotiations included the newly organized Video Production Engineers (VPE) adding eight new members to the Local's membership. Over the last two years, Local 53 maintained its focus on the Local's priorities and was finally able to reach an agreement with MGM. Highlights of the agreement include significant wage increases to the lowest paid classifications increases to the other hourly rates and the introduction of an employee benefit package.

Local 99 Salt Lake City, UT

Vice President Harper and Representative Gorey have been helping Local 99 over the last few months in an effort to build relationships with their exhibition employers and enforce tradeshow agreements. The industry continues to grow in the Salt Lake City area and the Department is working with the Local to help dispatch members to perform the increase in work opportunities.

Local 127 Dallas, TX/Local 126 Fort Worth, TX

Freeman Expositions, Inc. and Locals 126 and 127 have finalized a three-year supplemental agreement that includes wage and benefit increases over the term in keeping with the respective plans of each Local. A contribution to the Training Trust was also secured. These agreements will increase employment opportunities for members in the region.

Local 143 St. Louis, MO

Business Representative Gordon Hayman of Local 143 in St Louis requested International assistance with PSAV negotiations. Vice President Carlson and Representative Hague were assigned. Following one bargaining meeting,

the Local was able to secure a five-year contract with annual increases and improved minimum calls.

Local 205 Austin, TX

As previously reported, negotiations commenced to add Local 205 to the Freeman AV National Agreement in December 2018. These negotiations continue and are likely to translate into a finalized agreement shortly.

Local 423 Albuquerque, NM

Representative Cook assisted Local 423 in negotiations with GES, Brede Colorado and Convention Services of the Southwest. To date, the Local has ratified agreements with GES and Brede Colorado. The updated agreements include annual wage increases premium pay and improved dues checkoff language.

Local 470 Green Bay, WI

Representative Hague assisted Local 470 with contract language with Live Nation to cover a Paul McCartney concert at Lambeau Field in June.

Local 720 Las Vegas, NV

The Local 720 Freeman AV contract is under extension and is being negotiated with the assistance of Vice President Sanders and Representative Gorey. The parties are close to a deal and hope to finalize an agreement shortly.

Negotiations with Shepard Expositions have been successfully completed. In addition to the economic package, the Local was able to secure weekend premium pay.

Florida Locals General Services Contract

Vice President Sanders and Representative Gorey assisted the Florida Locals in negotiations for of General Services Contract. As reported earlier, the largest employers in the Tradeshow industry are signatory – Allied/Brede, Freeman, GES, and Shepard Expositions, netting nearly \$14 Million in gross wages per year. A dozen other employers sign on once the GSC agreement is ratified. The contract expired on October 1, 2018 and was extended through February 28, 2019. The agreement reached between the parties and ratified by the membership includes retroactive wage increases over the five-year term for all job classifications.

Florida Locals Freight Contract

Vice President Sanders assisted the Florida Locals with the statewide Freight Contract. The major employers – Allied/Brede, Freeman, and GES – agreed to adopt the economic package the Locals negotiated with the General Service Contract. The renewed Freight Contract has since been ratified by the membership.

U.S. Organizing:

Representative Gorey is in the process of working with the new President and Business Agent of Local 363 to provide Comet training and AV organizing opportunities.

The Department continues to make progress in the Southern California market.

U.S. Training:

The Department continues to make customer service training a priority for members working in the tradeshow industry. Since the last General Executive Board meeting, Customer Service Training has been provided to Locals 12, 28, and 51. The Department's efforts in this regard have been welcomed and appreciated by signatory employers.

The Department also continues to work closely with the IA Education Department and AVIXA to assist Locals in accessing the most up-to-date training as new digital equipment enters the field and networking drives more of the content. Since February 2019, Representatives Cook, Cota and Hague have participated in training with Locals 11, 33 and 665. Future trainings are being scheduled for Locals 8, 18, and 38.

U.S. Industry Tradeshow Events:

Exhibitor Services and Contractors Association (ESCA) Summer Conference

Vice Presidents Sanders and Harper and Representatives Gandolini, Gorey and Kiracofe attended the Exhibition Services and Contractors Association (ESCA) Summer Educational Conference held in Santa Fe, NM. As part of the conference, the ESCA Labor-Management Council met to review training materials being made available to members of the organization and to discuss challenges in the industry like employee retention.

Department representatives staffed the IATSE display at United States Institute for Theatre Technology, Inc. (USITT) in Louisville, Exhibitor Live in Las Vegas, and InfoComm in Orlando.

Corporate Campaigns

The Department continues to collect research on several industry employers in order to be fully prepared to ramp up organizing activities as the need arises. The AFL-CIO Private Equity researchers have assisted the Department in garnering information on investment holdings.

AV Tranquility National Agreement

AV Tranquility is the installation arm of LED Tranquility, which is a manufacturer of LED walls, automated lighting, and static lighting located near Chicago, IL. In late 2018, a national agreement was reached which now covers thirteen local unions.

Show Services LLC

Representative Gandolini successfully added Seattle Local 15 to the Show Services LLC National Agreement. Initially, the agreement included Locals 10, 12, 25, 42, 66, 87, 200 and 285. The parties will expand the national agreement as appropriate.

President Loeb thanked the Department for its hard work and detailed report. In doing so, he confirmed the IA's continued support of the Department and its endeavors.

IATSE COMMUNICATIONS DEPARTMENT

Interim Director of Communications Jonas Loeb and International Representative Krista Hurdon provided an update on changes in and activities of the Communications Department since the last General Executive Board Meeting in February.

Interim Director Loeb assumed the role at the beginning of July. He will be responsible for the U.S. social media accounts, emails, public/media relations (including press releases), maintaining the official website, and helping out on the long-term campaigns and projects of the other Departments. International Representative Krista Hurdon will continue to manage the IATSE Canada Facebook and Twitter accounts, and will continue to draft all Canadian press releases, member communications, and formal government submissions.

Email Program

Interim Director Loeb reported that email continues to be one of the most effective ways to communicate directly with members. Email open rates remained high, averaging forty-two percent; more than twice the eighteen percent average open rate for email blasts across all industries.

The Communications Department used email in collaboration with the Political and Legislative Department to drive members to online and offline action. In multiple instances this year — including during the U.S. Federal Government shutdown in January, when proposals were on the table to defund the National Endowment for the Arts, and when Congress was weighing whether to fund the 9/11 Victims Compensation Fund—the Communications Department sent email blasts asking members to call their members of Congress.

The Canadian Office continued to use email to distribute press releases about organizing victories and volunteer opportunities, as well as distribute information for provincial elections. Open rates on emails to Canadian members remain high and the feedback on the additional content has been positive, so the Communications Department is exploring similar emails going to United States members in the future.

Interim Director Loeb noted that Action Network, the email platform used by the International, is available for use by IATSE Locals, and interested Locals should reach out to the Communications Department to get started.

Social Media

Interim Director Loeb reported that IATSE's social media profiles continue to grow in following and influence. Since July 2018, the number of people who follow the official IATSE Twitter increased 20% year over year to 14,700, and the number of people who “like” the official Facebook page grew 13% year over year to just over 28,000. Similarly, the number of people who like IATSE Canada Facebook page grew 26% year over year to 6,000.

Posts that remark on common parts of members' work lives remain popular on Facebook. In March, IATSE Canada posted a humorous set of directives labeled “10 Rules of The Stagehand”, and the post reached over 203,500 people and garnered over 21,000 engagements on Facebook alone.

Content providing support and representation for traditionally marginalized groups was also well-received on all platforms, indicating that IATSE's social media followers care about fair treatment for all. The feedback from Women's History Month and Pride Month posts was extremely positive, and the Department will continue working with the Women's Committee and the Pride Committee to ensure these members and their issues are represented year-round. Interim Director Loeb reported that efforts are being made to ramp up similar content featuring members of color and their issues.

Content relating to well-known productions was also popular on all platforms. This year's reminder that “The Oscars are union-made” earned 266,300 impressions and was liked, retweeted, shared, commented on, or replied to over 11,800 times across Facebook and Twitter. Posts for other awards shows—including the Golden Globes, Screen Actors Guild Awards, and the Tony Awards—sporting events like The Super Bowl, and posts related to Bojack Horseman and Saturday Night Live were also well-received.

The Game Workers Unite movement has been picking up steam on Twitter. In June, Democratic Presidential hopeful Bernie Sanders tweeted “...I'm glad to see unions like @IATSE and the broader @GameWorkers movement organizing such workers.” The Communications Department's response to that tweet, which thanked Sanders for speaking out about the issue, earned over 256,000 impressions and garnered over 3,600 engagements, making it IATSE's most viewed tweet ever. The response was likely the first impression of the Alliance for many Twitter users, as the @IATSE account saw a significant spike in profile clicks and new followers in the following days.

Going forward, the Communications Department will look to maintain and even increase the amount of content published to social media and the website. Interim Director Loeb urged members to reach out with interesting videos, photos, and stories to be featured on the official social media pages.

Education & Safety Initiatives

The Communications Department collaborated with the Education and Training Department on a number of social media initiatives, including Rig Safe Day, Workers Memorial Day (known in Canada as the National Day of Mourning), Safety and Health Week, and the OSHA National Safety Stand Down. The IATSE's participation in these initiatives involved posting a variety of safety articles and graphics. Additionally, content promoting the IATSE Safety Hotline and the IATSE Safety Info App was published on a recurring basis.

The Department also used social media to inform members of the educational opportunities available to them. The offerings of the IATSE Training Trust Fund (TTF) are highlighted on all platforms each Tuesday using the hashtag #TTF Tuesdays. Interim Director Loeb thanked Liz Campos and Luz Vasquez for continuing to provide TTF branded graphics and catchy captions for these posts. Social media and emails to Local Leaders were used to promote the San Francisco Officer Institute and Leadership Development Week, and the Education

and Training Department saw a noticeable uptick in applications following promotional posts.

The first two iterations of the IATSE “Communications for Union Action” course were held this year, and the Communications Department continues to work with the Education and Training Department to ensure the course improves each time it is held. Additionally, the Communications Department continues to develop written communication guides for members and Local leaders who cannot attend a training. Since digital communications is a constantly changing field, Interim Director Loeb reported that the Communication Guides on the IATSE website are in the process of being updated, and development of a new content guide is also in progress.

Website Updates

Interim Director Loeb reported that a significant overhaul of the “organize” tab has been approved by President Loeb and is currently in the process of being implemented. The update will replace the Organize tab with a “How to Join” tab, which will provide information on the Alliance and the value of IA membership, and contain improved public-facing messaging. The Communications Department will continue to work with organizers in the U.S. and Canada to optimize this section of the website.

Hart Survey

The IATSE has partnered with Hart Research Associates to conduct a political poll of American members to inform the International’s priorities going forward. Hart Research Associates is an established, national research firm that co-directs the polling for NBC News, The Wall Street Journal, and other reputable clients. Members were selected at random in a way that ensures the results are representative of U.S. membership. Interim Director Loeb continues to work with professionals at Hart to email selected members, informing them the survey is legitimate and is sponsored by the union. The results of this survey will likely be reported on at the next General Executive Board Meeting.

What’s next

In the weeks and months following the 2019 Mid-Summer General Executive Board meeting, the Communications Department will look to restore the Department to its previous size and hire another full-time staffer. During this time of transition, Interim Director Loeb reported that he is committed to running the Department as if it were fully staffed. The Department will not only continue to provide the full breadth of resources and assistance to Locals and other Departments upon

request, but it will also continue to seek out opportunities to support the union in any way possible.

President Loeb thanked the Department for its report. Communications is one of the IATSE’s pillars, and if local unions are interested in bolstering their own communications efforts, they should reach out to the International for assistance.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia A. White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, IATSE Safety Committee Chair Kent Jorgensen, and ICAP Chair Alan Rowe reported on the recent activities of the Education and Training Department.

Union Leadership Training

IATSE Steward Training

IATSE Steward Training is now available to local unions upon request. The training materials include a PowerPoint presentation, a supplementary scenario presentation, the IATSE steward tool-kit, the IATSE steward glossary, and an instructor’s manual. The training is available in versions for both U.S. and Canadian Locals.

Thanks to International Vice President Daniel Di Tolla and Assistant Stagecraft Department Director D. Joseph Hartnett, International Representatives Peter DaPrato, Daniel Little and Don Martin for their advice, and to Safety and Training Outreach Coordinator Hannah D’Amico for doing great work to put the materials together.

“Passion and Pay”

“Passion and Pay” is a PowerPoint presentation that contains basic information on what a union is, and discussion of the nature of entertainment industry work as it relates to basic personal economics and the current state of the economy. The current version was designed specifically for use by local unions and can be easily customized with specifics about a particular Local and craft, for use in membership presentations, student outreach, new member orientations, and as an organizing tool.

Responsible Digital Citizenship

Also available to IATSE Locals and members is a webinar designed by International Representative Allison Smartt and CreativeFuture, which gives instructions on

how to teach students from Kindergarten to 12th grade about responsible digital citizenship, including a focus on protecting intellectual property, digital piracy.

IATSE Road Show “Why Unions Still Matter”

The “IATSE Road Show: Why Unions Still Matter” teaches IATSE members how unions and workers build an economy that creates jobs, raises wages, and promotes a better quality of life for all.

The presentation is available free of charge for local unions or groups of Locals in a city to present to their members, families, friends, and other community members. There are versions for both U.S. and Canadian Locals. Interested U.S. Locals may contact Jennifer Halpern in the IATSE General Office to bring this presentation to their town. Interested Canadian Locals may contact Peter DaPrato in the Canadian Office.

Leadership Development Week

The first IATSE Leadership Development Week was held at the Maritime Conference Center in Linthicum Heights, Maryland from May 20-24, 2019. Ten instructors, ninety-seven students, and four Education and Training staff members came together to launch seven classes, five of which were new, with content tailored specifically for IATSE leaders. Participants are able to customize their learning by choosing from one to three classes over the course of the week. The classes offered were:

Contract Negotiations/
Collective Bargaining

Local Union Trustee Training

Internal Organizing

Public Speaking and Telling Our Union Story

Respectful Local Unions/Respectful Workplaces

Labor Law

Communications for Union Action.

Leaders from fifty-one local unions participated, including four International staff members and one staff member of the IATSE Training Trust Fund. The student responses to this inaugural leadership week training were overwhelmingly positive. Local leaders expanded their abilities to represent their members and grow and strengthen their Locals.

Advanced Organizing 2.0

Input from the focus groups conducted at this past winter’s GEB meeting led to the expansion of the Organizing 2.0 course from three to four days. Local unions are encouraged to send members who demonstrate the ability to move an organizing project forward in their Local. The course will cover labor law for organizing, pitfalls and mechanics, and hands-on mock campaigns that include strategic considerations, anti-union campaigns, identifying leaders, one-on-one conversations, and more. Organizing 2.0 will be offered in Columbus, OH from October 1-4, 2019 and in Houston, TX from December 10-13, 2019. Both sessions are open to both leaders from U.S. and Canadian Locals without prerequisite. Applications can be found on the IATSE website, and in the next issue of the Bulletin.

Advanced Secretary-Treasurer 2.0

The Advanced Secretary-Treasurer 2.0 continues to be popular and impactful and is open to officers from both U.S. and Canadian Locals. The next Secretary-Treasurer training is scheduled alongside the Organizing 2.0 in Houston, TX, from December 11 – 13, 2019. Officers come away knowing both labor law as it applies to the critical duties of a Secretary-Treasurer, and best practices recommended beyond the law that are foundational to the health of a local union. The course is open to those who either have attended the Officer Institute 1.0 and/or who serve their Locals as Secretaries and Treasurers.

Local Union Trustee Training

The Local Union Trustee Training was held during IATSE Leadership Week from May 20 – 21, 2019. At this class, Trustees learn about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and support good financial practices. They participate in a mock audit, using and learning simple procedures for auditing the books and records of their Local’s and discuss how their work fits in with the other work of the union. Only members who are currently elected as Trustees and who are responsible for the periodic review of their Local’s books and records are eligible to enroll in this course. There is no other prerequisite. This course is not appropriate for Benefit Fund or Training Fund Trustees. The next session of this critical training is scheduled for November 14-15, 2019 in New York City.

IATSE Officer Institute

The original, five-day Officer Institute Training provides a unified base of knowledge for Local leaders for the benefit of IATSE workers. To date, 842 officers from

198 local unions have graduated from the Officer Institute “1.0” since 2014, and 90% of the IATSE membership is represented by at least one officer who has gone through the program. The course was held in San Francisco, California March 11 – 15, 2019 and will be offered again October 21 – 25, 2019 in Minneapolis, Minnesota.

GEB Education Session

During the summer 2019 meeting of the GEB, a workshop entitled “Standing Up and Stepping In – Promoting Respect in the Workplace” was held. It was led by Nina Fendel from the Alliance for Labor Standards Education and Training.

Staff Training

The focus of the annual Staff Training was strategic organizing principles and best practices that build union power. The group also learned more about the importance of strategic organizing campaign workplans.

District Trainings

The 2019 District Education Session, “Conflict Resolution Within Your Local Union”, is a two-hour presentation developed in collaboration with The Actors Fund of America.

Labor Education Assistance Program (LEAP)

The Department’s first education initiative – The Labor Education Assistance Program continues to provide reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap> where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada.

Craft Skills and Safety Training

AVIXA/IATSE Partnership

Recent advancements in AV technology and industry trends will require the IATSE to become more proactive in developing education and training for members. Through the long-term partnership with the Audiovisual and Integrated Experience Association (AVIXA), formerly known as InfoComm, the IA has continued to grow and establish the union as a relevant player in the AV industry by offering AV Essentials courses and

AVIXA memberships to IATSE workers.

Representative Adams developed a basic computer literacy class based on the recognized needs of IATSE members and referrals. The IATSE now can provide, through the Training Trust Fund, a Train-the-Trainer class for local union instructors, which will enable them to teach basic computer skills to members to create a pathway towards computer literacy.

The class includes materials, guidelines, and protocols to conduct a step-by-step introduction to computer basics. After the class, students will be provided a LinkedIn Learning playlist that will help them continue their education on their own and become more computer friendly.

Since the last GEB, AV Essentials classes were presented for Local 11 in Boston and for Local 33 in Los Angeles. Future classes are scheduled with Local 8 in Philadelphia as well as with Local 15 in Seattle and Local 38 in Detroit.

InfoComm Tradeshow

AVIXA’s annual Conference and Trade Show, InfoComm, was held from June 8-14, 2019 at the Orange County Convention Center in Orlando, Florida.

Representing the IATSE at InfoComm were International Vice President and Tradeshow Department Director Joanne M. Sanders, International Trustee and Education and Training Department Director Patricia A. White, International Representatives Adams, Brian Lawlor, Mark Kiracofe, and Jason Vergnano, ICAP members Joe Aldridge and Eddie Raymond, and Safety and Training Outreach Coordinator D’Amico.

ICAP members Aldridge and Raymond presented a course, “Entertainment Production: Planning a Safe Show”, advising attendees of their obligations under the laws that govern entertainment safety and presented strategies for addressing a variety of safety concerns that occur in entertainment and meeting events.

Director White spoke on behalf of the IATSE at the Live Events Forum and Reception providing the IATSE a platform to promote the Union by highlighting the benefits and resources that are offered through an IA contract.

Local unions should know that there is a huge opportunity to organize the AV Industry, and developing a strategic approach to the InfoComm Conference and Tradeshow is a great place to start.

IATSE Craft Advancement Program (ICAP)/ OSHA Alliance

The ICAP seeks to ensure that all members in the IATSE work safe every day maintaining the highest skill level possible. Brothers Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sister Sheila Pruden, Local 873; Brother Raymond, Local 16; and Chairperson Alan Rowe, Local 728 are the members of the ICAP.

The IATSE is an official campaign sponsor and partner once again this year for Safe & Sound Week held August 12 – 18, 2019. ICAP Chair Rowe attended the second annual OSHA Alliance Forum in Washington DC at the US Department of Labor on April 4. Brother David Glowacki, the USITT representative, was also in attendance.

NFPA Conference

ICAP members Rowe and Raymond, and Local One member Eddie Kramer attended the 2019 National Fire Protection Association (NFPA) Conference in San Antonio, Texas to participate in educational sessions and present a panel called “Enforcing the Extraordinary: Codes, Standards, and Best Practices in the Entertainment Industry”. The session’s purpose was to discuss the importance of standards in producing safe entertainment events and productions. Eddie Raymond spoke about ESTA’s ANSI Standards, Brother Kramer spoke about the National Electrical Code and other NFPA Standards, and Brother Rowe talked about a variety of Standards, rules and codes relating to Motion Picture and Television production. Over 100 people, the majority of whom were fire inspectors and other AHJs (Authorities Having Jurisdiction) attended the session.

The group attended other sessions, including a session on the development of the new NFPA 3000 standard for assessing the risk of violence at events.

Other Events

As is custom, Worker’s Memorial Day (US)/National Day of Mourning (Canada) was held on April 28th. Because the observance fell on a Sunday in 2019, the IATSE held its annual moment of silence on Monday, April 29th. The IATSE International and many local unions participated.

Safety and Health Week, formerly known as North American Occupational Safety and Health Week (NAOSH), was held from May 5-11. OSHA’s 6th Annual Fall Safety Stand Down, which ran concurrent with

Safety and Health Week, was held from May 6-10, 2019. The IATSE Education and Training Department teamed up with the IATSE Communications Department to promote the two campaigns through social media.

Entertainment Technician Certification Program (ETCP)

The Training Trust Fund reimburses IATSE workers who pass any of the ETCP certification tests the complete \$550 exam fee and reimburses for re-certification fees.

Student Outreach

Roundabout Theatre Partnership

This Spring marked a milestone in the Department’s Roundabout Theatre/IATSE Workforce Development Program, when ten fellows of the inaugural class completed the third and final year of the program. The graduates are making a successful transition to professional theatre work and are gaining experience as technicians at a range of theatres, festivals, and shops.

The Department’s Hidden Career Path Days, now entering its eighth year, exposes New York City high school students to career paths in technical theatre and raises awareness about the IATSE and unions. In the spring, IATSE member-volunteers from Locals 306, 751, 764 and 798 led mini-lessons on each of their respective crafts.

The IATSE local unions in New York City assist both Hidden Career Path Days and the Workforce Development Program in invaluable ways, and neither of these programs would be possible without their incredible support. Thanks go to International Vice President and Local One President James J. Claffey, Jr., Local One Trustee/Sisters Committee Chair Eileen Macdonald, Local 764 Secretary-Treasurer Martha Smith, Local 798 Secretary-Treasurer John Jack Curtin, Local 798 NY Education Director Jennifer Bullock, Local 751 President Lawrence Paone, Local 306 Secretary-Treasurer John Seid, and the dozens of members, who generously give their time, share their skills, mentor fellows, lead lessons and tours, and contribute so much to student outreach efforts, some year after year.

The Department also participates in many one-day student outreach programs, speaking to students and attending career fairs such as the New York City Central Labor Council’s third annual “Future in Focus: Exploring College and Careers” at the United Federation of Teachers.

President Loeb commended the Department for constantly improving and developing new trainings. He observed that the newly established Leadership Development week offers seven different classes; the Officers Institute is in its sixth year and has trained members who represent more than ninety percent of the local unions in the International.

President Loeb called upon Locals and members to receive their ETCP training and certification, observing that there is nothing more important than craft and skills safety training, ensuring safe, healthy work environments for workers. He also noted that certifications like ETCP generally result in increased wages. He thanked the ICAP for their work in developing, writing, and guiding craft skills and safety for the industry. President Loeb remarked that the IATSE has the best trained leaders in the labor movement and the best trained membership in the entertainment, tradeshow and broadcast industry.

IATSE BROADCAST DEPARTMENT

Broadcast Department Co-Directors Steve Belsky and Fran O'Hern along with International Representatives Rachel McLendon and Kevin Allen reported on recent developments within the Broadcast Department.

The report summarized rapid changes occurring within the sports broadcast world. It was noted that in May, a group headed by Sinclair Broadcasting announced its intention to acquire twenty-one former Fox regional sports networks (RSNs), beating out several other media interests bidding for the networks. Meanwhile, sports broadcast crewing providers, including the nation's largest, have continued to grow by establishing and renewing contracts with media rights holders, and creating competitive environments in many IATSE markets. The use of at-home productions, which replace mobile production trucks with central studios continue to grow, and esports loom as a small but ever-growing segment of the industry. In part to keep up with the challenges facing the Alliance's members, (and as separately announced to the Board) Local 796 Business Agent Kevin Allen has joined the Department as an International Representative.

The Department has also confronted several matters surrounding various IATSE collective bargaining agreements covering broadcast technicians over the past six months. In Southern California, renewal negotiations have concluded between Pettigrew Crewing in Los Angeles and San Diego, accounting for a sizable percentage of work done by technicians throughout that region for Spectrum or Time Warner networks The Fox West network, meanwhile, covers the same territory and

accounts for roughly 40% of work in the market. Other contracts in the region have been finalized covering technicians in this region with HJZ Crewing, Purple Tally, and Broadcast Services Group. Talks with Program Productions for a Southern California contract are ongoing.

In the Northwest, Root Sports negotiated a two-state contract covering Washington and Oregon. Rush Media and LDM Worldwide followed the same pattern. Program Productions is expected to sign a new Washington contract in the near future. In Oregon, the long-time crewer on behalf Portland Trailblazers, Pacific Coast Crewing has concluded six-months of negotiations and remained intent on limiting coverage to the state of Oregon, but also executing a Washington-only agreement similar to the recent Root Sports deal as the Oregon-only negotiations concluded. Local 793 is currently conducting an organizing campaign involving other prominent employers within their jurisdiction.

Fox Sports North, covering both Minnesota and Wisconsin, initially attempted to limit the new Minnesota contract by proposing further extension of the term with simple cost-of-living adjustments only. Local 745 successfully negotiated for select wage increases in addition to a general wage increase and most importantly resolved certain staffing language concerning video operators on a majority of Fox North productions. It is expected that other crewing employers with Minnesota and Wisconsin will accept similar patterns. Local 414 in Wisconsin completed negotiations for its first successor contract since the Local was chartered. It was critical to revisit items from the term of the first contract. Negotiations concluded in late June, with gains like those negotiated in neighboring Minnesota. Crewers operating in Wisconsin have since agreed to similar terms as well.

In Chicago, some clarity has emerged in a changing environment. Three out of the four major professional sports teams have elected to maintain their relationship with NBC Sports Chicago. The fourth has announced plans to form a new network in partnership with Sinclair Broadcasting. Details have not fully emerged about the new network and the Department continues to monitor the situation. NBC Sports Chicago now has exclusive rights to produce live basketball, baseball, and hockey events and crewing for that work is handled by Program Productions. This paves the way for the completion of a successor agreement with Program Productions. The Department is working with Local 762 to formulate contract proposals that will protect established crewing patterns for Chicago technicians while also achieving other desired economic goals.

Talks have continued with Big Ten Network over

work at their Chicago MICR studios, work done remotely at several midwestern universities, and technicians on travelling crews covering college football. Progress has been made, but the Network has thus far declined to recognize the value of the work done by technicians at the MICR studios. Economic proposals have been exchanged with the goal of reaching an agreement before the beginning of the college football season.

Technicians in South Florida won an NLRB directed recognition election in December. They have been developing first contract proposals. While much progress has been made in developing the proposals, progress has been complicated by uncertainty surrounding the ownership of the former Fox networks. The employer has largely refused to bargain based on its appeal of the NLRB election decision and the status of network ownership. In late July, the employer's NLRB appeal was denied and there should not be legitimate obstacles to bargaining. The Department continues to work with the IATSE Legal Department to formulate strategies to enforce the IA's right to bargain on behalf of these technicians.

Golf Channel members are working to begin negotiations on another successor agreement. In preparation of approaching negotiations, Representatives have worked diligently with the bargaining committee to craft proposals and survey the members. They have also met with Golf Channel management to solve outstanding current issues and prepare for the upcoming negotiations. The Department's golf utility training class continues to be a success. Member participation continues to grow as the unit learns to work together to solve problems. The Department continues to work with the IATSE Legal Department to resolve outstanding Golf Channel grievances.

Meanwhile, unrepresented broadcast technicians have continued to express interest in IATSE representation, and the Department is working with them in various territories. The Department has several organizing drives underway in various stages. Representatives continue to work with technicians in various markets to help them assess the status of their organizing efforts, improve outreach, build solidarity, and achieve majority status. As separately reported to the Board, Representative Kevin Allen recently attended corporate research training to develop additional techniques that will assist the Department in negotiations and future organizing campaigns.

Within the last six months, the Department has also remained active in various industry trade groups. In June, Representative McLendon attended the Sports Video Group College Summit in Atlanta. The

rapid emergence of esports was the main topic among the young group of attendees at the Summit. Esports presents vast opportunities for growth in the broadcast industry and a potential source of new technicians for the future of all sports broadcasting. Co-Directors O'Hern and Belsky along with Representative McLendon also attended the Sports Video Group Regional Sports Network Summit in June. The Summit offered face-to-face contact with leaders of some of the industry's largest employers, which can be crucial to dealing with many of the issues we share.

The Department continues to develop its messaging capabilities. Due to the challenges affecting nearly every broadcast Local, the Department recently sent its first periodic member newsletter exclusively for IATSE broadcast members. The first issue was sent in June, and since then the Department has sent specific, targeted messages to members in several individual markets. The Department is also moving to develop internal procedures and capabilities that will allow it to run more efficiently. Finally, the Department is moving to build greater solidarity among the various broadcast Locals through increased contact. Co-Directors Belsky and O'Hern will convene a broadcast summit in Chicago in October to allow Local broadcast officials to meet, network, and discuss together issues of importance to all members.

President Loeb thanked the Department for its report. He remarked that corporate-level changes are prominent in this industry, which the International is watching carefully. However, organizing is often the solution to challenges arising from industry change. The Alliance has negotiated good contracts offering retirement and health benefits, but members must continue to organize to move our vision forward. While the International will always support its Locals, it is likely time for some Locals to assert more autonomous control over their jurisdictions.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Peter DaPrato, Jim Brett, Jason Vergnano, Krista Hurdon and Jeremy Salter, Canadian Labour Congress Delegate Siobhan Vipond, IATSE Canadian Office Manager Nate Richmond, Canadian Legal Counsel Ernie Schirru, District 12 sponsored attendee IATSE Local 300 Business Agent Kim Warren and District 11 sponsored attendees IATSE Local 357 Business Agent Larry Miller and IATSE Local 411 Business Agent Anne Paynter reported to the General Executive Board on Canadian

matters (not covered in separate reports) since the last General Executive Board meeting in Austin, Texas.

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Organizing

Representatives Hurdon and Salter were assigned to review and update the Canadian content of the organizing section of the International's website with a view to making it more user friendly and accessible.

It was noted that the Canadian Office has seen a spike in organizing efforts since International Representative Jeremy Salter came on board. A review of current and upcoming organizing campaigns spearheaded by the Canadian Office were briefly discussed, including the success of efforts to organize the British Columbia interior stage industry, the British Columbia low-budget film industry and the Quebec regional stage industry.

Organizing Successes

Local 58 Toronto – Stage

In April 2019, Local 58 was certified as the bargaining agent for stagehands working at the Tarragon Theatre which houses a 205-seat mainstage and 113-seat extra space facility. Of particular note is the fact that the certification was the first all female bargaining unit certification in the Local's history.

In May 2019, Local 58 was certified as the bargaining agent for stagehands working at Harbourfront's five stages – the Concert Stage, Stage in the Round, Brigantine Room, Studio Theatre and Lakeside Terrace.

Local 118 Vancouver – Stage

Local 118 identified a number of organizing targets on Grandville Island in British Columbia. With the assistance of the International and Representative Neville, Local 118 filed applications for certification for Boca del Lupo, Carousel Theatre for Young People

and the Granville Island Theatre District Society and a common employer application covering all three corporate entities. After dispensing with a number of challenges by the theatres and the withdrawal of its related employer application, Local 118 was certified exclusive bargaining agent for Boca del Lupo in March 2019 and Carousel Theatre for Young People and Granville Island Theatre District Society in April 2019. Local 118 has since commenced bargaining for first collective agreements with each theatre with the assistance of Representative Neville.

Local 212 Calgary – Stage

In 2008, Local 212 organized Theatre Junction which managed a resident company in the 440-seat Grand Theatre located in downtown Calgary. In 2018, Theatre Junction ceased operating and left the premises and was replaced by Calgary Grand Theatre Society. In May 2019, Local 212 was able to secure a voluntary successorship agreement with CGTS and thereafter negotiate a renewal collective agreement which included significant wage increases for department heads and crew respectively as well as signing bonuses.

Local 709 Newfoundland & Labrador - Mixed

In late 2018, Local 709 was approached by non-union accountants working in the film industry in the province of Newfoundland and Labrador. With the assistance of Representative DaPrato and Canadian Counsel Schirru, the Local brought the accountants into membership and have since included them in its promulgated collective agreement. The Local looks forward to these accountants working under the terms and conditions of its collective agreement on two new productions scheduled to commence production in the province in the near future.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals. The Canadian Office has placed an emphasis on assisting Locals to get the bargaining table and to settle a first collective agreement faster following a successful organizing drive so as not to lose momentum and support of the affected employees. The Canadian Office is assisting in twenty-eight separate negotiations involving seventeen Locals. A number of the bargaining assignments are still open and were not reported on. Some of the concluded assignments are summarised below.

Local 63 Winnipeg – Mixed

In March 2019, Representative Brett assisted Local 63 in concluding a successor collective agreement with Rainbow Stage which operates a large outdoor theatrical facility in Winnipeg. Highlights of the agreement include wage parity for all heads of department, the introduction of an employer contribution to the Local's health plan and wage increases for all classifications.

Local 210 Edmonton – Stage

Representative Brett assisted Local 210 in negotiating a renewal collective agreement with the Oilers Entertainment Group covering the Rogers Arena, the home of the Edmonton Oilers. Representative Brett's assistance in this regard follows up on his previous efforts to assist the Local in organizing the venue and securing a first collective agreement three years ago. Highlights of the renewal collective agreement include annual wage increases over the life of the agreement.

Local 262 Montreal - Operators

As previously reported, Local 262 organized the ushers, concessions workers and ticket takers at the Cineplex Megaplex Colossus in Laval and the Ste-Foy near Quebec City back in 2014. The Local was unable to conclude a first agreement and therefore proceeded to first contract arbitration with wages being the main issue in dispute. After a protracted arbitration process, the arbitrator issued a decision in January 2017 in which he found in favour of the Local, with some bargaining unit positions increasing by as much as \$2.95 – a huge increase for people earning minimum wage. The arbitrator also awarded retroactivity. Cineplex refused to implement the award and filed for judicial review. They obtained a stay from the courts and subsequently had the courts order the matter back to the arbitrator to provide further explanation for his decision. The courts did not challenge the merits of the decision itself. In November 2018, the arbitrator issued a decision which confirmed his previous order, and provided additional reasons for his determination. Cineplex once again refused to implement the decision and once again applied for judicial review. They got a stay of the arbitrator's second decision in June 2019, the Quebec Superior Court granted Cineplex's judicial review application. In doing so, the court rescinded the arbitration award, refused to make an order on wages and retroactivity and, once again, referred the matter back to arbitration, but this time to a new arbitrator. Throughout this process, Local 262 has put up informational picket lines, stood outside Cineplex movie theatres giving out IATSE-branded popcorn, chocolate bars & soft drinks, and its members have instituted work-

to-rule procedures. The International has made Defence Fund assistance available to the Local and also assigned Representative Vergnano to assist the Local throughout this drawn out litigation. Pursuant to President Loeb's direction, the International will continue to assist Local 262 until this matter is resolved.

Local 295 Regina/Moose Jaw – Mixed

In January 2019, Representative Brett assisted Local 295 in negotiating a renewal collective agreement with the Conexus Centre, a provincially-run, 2,000-seat venue located in Regina, Saskatchewan. These negotiations were particularly contentious given the Provincial Government's mandate that all provincial agencies negotiate 3.5% rollbacks in labour agreements. The four year renewal agreement ultimately reached and ratified by the membership contemplates wage increases in years 3 and 4, includes unpaid leave for victims of domestic violence but with benefits, procedures for handling harassment in the workplace and guaranteed minimum crew language.

Local 295 faced similar provincial government policy challenges in its bargaining for a renewal of a collective agreement with Sask Gaming. However, in June 2019, the Local settled a renewal collective agreement that contemplates wage increases after two years.

Local 828 Province of Ontario - Scenic Artists and Propmakers

Local 828, with the assistance of Representative Brett, secured a tentative first collective agreement with Young People's Theatre in May 2019. Highlights of the collective agreement include favorable craft and geographic jurisdiction language as well as annual wage increases.

Health Plan

The IATSE Canada Health Plan recently completed a plan renewal with a 1% increase in costs and no increase in expense rates this year. The Plan continues to grow, with projected annual costs of approximately \$45 million which represents an increase of more than \$9 million or 26% over the 2018-2019 plan year. Increases in both the number of covered members and in the benefits being provided account for this significant growth.

In May 2019, the Department of Finance of Canada released draft legislative proposals to support the conversion of traditional health and welfare trusts to Employee Life and Health Trusts (ELHT), which had been introduced in 2010. Many IATSE Canada Health Plan groups are already ELHT. Those that are not must

convert their plans. The transitional rules include a very simple conversion, no tax implications on the conversion, no attack on surplus, and no need to create a new trust. Existing health and welfare trusts can be deemed as eligible ELHT with a transition period ending in 2022. The Department of Finance is seeking comments from stakeholders on the proposed legislation and the IATSE will participate in this submission process through our legal counsel and MEBCO (Multi-Employer Benefit Plan Council of Canada).

In 2018, the IATSE National Benefit Fund approved a memorandum of agreement to facilitate benefits flow for Canadian members who work in some U.S. jurisdictions. This NBF form has been distributed to Canadian Locals, with a request to communicate the process to their members who are employed in the United States. The form provides for health and pension contributions to be sent to the members' Canadian plans at the contribution rates of the applicable US agreement. This will resolve past challenges in having benefits redirected to the home local plans of Canadian members working in jurisdictions with contributions to the National Benefit Funds. This is an important achievement and the plans would like to thank the staff and trustees of the National Benefit Funds for making this a reality. The plans would also like to also acknowledge the efforts of Vice President Damian Petti and Representative Neville.

Canadian Entertainment Industry Retirement Plan (CEIRP)

CEIRP continues its growth and its conservative investment strategy of asset preservation has once again proven to be beneficial to plan members.

CEIRP has undertaken some changes over the past year. First, CEIRP has initiated a process to become a not-for-profit corporation in order to take advantage certain tax benefits. Second, it is in the process of hiring a third full-time staff member who will fill the newly created Communications and Education Coordinator position. Third, CEIRP will be launching its revamped and more user-friendly website in September 2019 at the Canadian Convention. Fourth, CEIRP has introduced a new policy which will increase the age for members enrolling in the Plan to access employer contributions from 55 to 60 from and after October 1, 2019. Fifth, CEIRP will be expanding its office footprint to take over the entire bottom floor of the Canadian Office building.

Activism

Vice President Lewis highlighted some of the recent activism successes in Canada.

Event Safety Alliance of Canada

The International has become a sponsor of the Event Safety Alliance Canada, which was formed in January 2019. Like its US predecessor, Event Safety Alliance Canada provides high quality health and safety learning opportunities to Canadian arts, entertainment and live event communities and shares expertise, solutions and reasonable practices based on Canadian needs and legislation. It grew out of Event Safety Summits that had been produced locally for a number of years and for which the International was also a sponsor. The Event Safety Alliance Canada hosted its inaugural event in April 2019 in Toronto, which was attended by the International and a number of IATSE Local representatives. Some of the topics covered included weather safety, sleep deprivation, electrical safety, and event security.

Canadian Live Music Association

In May 2019, Representative Brett attended and was part of an industry panel for an event held in Vancouver by the Canadian Live Music Association. The CMLA was founded in 2014 and describes itself as the voice of Canada's live music industry, advancing and promoting its many economic, social and cultural benefits with a focus on providing a safe, harassment free environment to live music event audiences and artists. Representative Brett participated in panel discussion entitled; "Working Safe & Staying Vigilant". The IATSE's sponsorship and direct participation in this event provided an opportunity to make live music event producers and promoters from across Canada aware of the IA's commitment to ensure all workers are provided with a workplace that is safe, and free from violence and harassment and conducive to their mental and physical wellbeing.

ACTSAFE

The IATSE was once again a sponsor of the 2019 ACTSAFE Conference held in Vancouver earlier in the year, once again cementing its position as a the leading voice speaking on behalf of workers in the entertainment industry.

NTS Festival

The National Theatre School Festival is a 73-year-old competitive drama showcase for high schools that has spawned graduates as Rachel McAdams, Keanu Reeves, David Cronenberg, and of course, many IATSE members. It brings together high school students, teachers, theatre professionals, and community members to view and critique students' creative efforts under the guidance of experienced adjudicators. With 15,000 participating

students across Canada, it is the largest festival of its kind in the world.

The festival was run by Sears for decades, but when Sears Canada filed for bankruptcy two years ago, the festival lost its sponsor and the IATSE pitched in to help save it. Between the Locals, the Districts, and the International, the IATSE raised almost \$30,000 to keep the festival afloat that first year. Its management has now been taken over by the National Theatre School, with the IATSE acting as an annual sponsor. As part of our sponsorship, the IATSE has a seat on the festival's board. The IATSE appointed Local 129 President Cindy Jennings to that position. As a sponsor, the IATSE is afforded an opportunity to give presentations about the IATSE to the students at the provincial showcase level. This year, President Jennings and Representative Hurdon spoke to students at the Ontario showcase and Representative Vergnano addressed students at the Atlantic showcase. These students, who are already using their talents for high school productions, were very receptive to hearing more on how to forge careers in theatre and film.

Student Outreach

The Canadian Office continues its student outreach efforts and has expanded its success in getting a number of Locals representing theatrical crafts to jointly present at various colleges and universities. In 2019, IATSE hosted the Reality TV Student Symposium in conjunction with the Canadian Media Guild. The International, Locals 667, and 873 provided speakers and The IATSE student panel, consisting of representatives from Locals 58, 822, 828, 873, 891 and mentors. B-173, made its fourth appearance of the school year at the Ryerson University Theatre Program. Representative Hurdon represented the IATSE at the MM Robinson High School Career Fair. Local 873 participated in the newly minted xoTO Schools TDSB Co-op Student Placement Program which involves the City of Toronto, the film industry, and the Toronto District School Board. Its aim is to enable enhanced access for location filming in eleven pre-approved TDSB properties across the Greater Toronto Area. The program includes a commitment from the film industry to create interactive educational opportunities for TDSB students to participate in co-op placements within the film sector, showing students the career potential that exists in the film industry. In addition, Local 873 hosted nearly fifty high school students at their training facility, taking many on set tours as part of the learning experience. The program has been a great success and looks forward to its possible renewal. Local 891 has also engaged in student outreach by participating in thirteen school career fairs and student talks held at or in conjunction with the

Capilano University, the BCIT Indigenous Employer Connection, the Vancouver Digital Entertainment Career Fair, the Argyle High School – Digital Media Youth Expo, and the Girl Guides.

The Canadian Office along with Dr. Wayne Lewchuk also continues to present “Why Unions Still Matter.” In May 2019, Dr. Lewchuk presented to Locals 906 and B906 in Charlottetown, PEI marking the 15th Canadian presentation, apart from presentations at the Officers Institute. A number of Locals have contacted the Canadian Office for additional presentations that are in the process of being scheduled. In addition, Local 295 recently used the IATSE’s Passion & Pay presentation for film and theatre students at the University of Regina and Local 856’s Young Workers’ Committee did Career Fairs at the University of Manitoba and the University of Winnipeg.

Canadian Office Building

On June 1, 2019, the Canadian Office’s long-time tenant, Enerlife, officially terminated its lease and moved out allowing for an expansion of available office space to include the first floor and ground floors of the building. CEIRP will be taking over the entire ground floor. The first floor will now contain a reception area, copier and mailing station, kitchen and lunchroom which doubles as an extra meeting room, along with a small visitor office. The second floor will become the “Rep Floor” and house all four International Representatives who work out of the Canadian Office. The third floor will continue to serve as the International Vice President’s office along with two additional office cubicles and the main boardroom. These renovations are scheduled to be completed by the end of summer 2019.

Winnipeg General Strike 100th Anniversary

The Winnipeg General Strike of 1919 was one of the most influential strikes in Canadian history, becoming the platform for future labour reforms. Massive unemployment and inflation, dismal wages and working conditions, and the success of the Russian Revolution all contributed to labour unrest at the time. Labour leaders from across Western Canada met to form “One Big Union.” This year, we celebrate its 100th anniversary.

On May 15, 1919, 30,000 workers, from office workers to fire fighters, walked off the job for the right to bargain collectively and the right to a living wage. Solidarity strikes spread to cities across the country. The City of Winnipeg Police Commission dismissed almost the entire city police force for refusing to sign a pledge promising to

neither belong to a union nor participate in a sympathetic strike. Eventually, the strike ended on June 26, 1919 after the Mounties rode into Winnipeg with guns and clubs, killing two people, injuring 30-45 more, and making numerous arrests. The strike and its tragic end ratcheted up support for workers and unions, and in the 1920 Manitoba provincial election, the anti-strike Conservative government was defeated. Eleven labour candidates won seats. Four of them were strike leaders.

The story was eventually made into a theatrical production, and in 2005, *Strike! The Musical* took to the stage. To commemorate the 100th anniversary, producers of the musical decided to make the story into a feature film. Canadian labour unions, including the International and many IATSE Locals, made donations to ensure that high school students across the entire country would be provided a digital copy and learn about this important chapter in labour history. The film was shot – of course – in Winnipeg, by Locals 856 and 669. IATSE is looking forward to showing the film to all District 11 and 12 delegates at the Canadian Convention in Winnipeg in September.

International President Loeb thanked the Canadian Department for its work for its progressive and forward-thinking approach to representing IA member; noting the local outreach, organizing and activism reported upon was commendable.

IATSE LEGAL AFFAIRS

General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

Counsel Schirru noted that the IATSE's Canadian legal team is currently providing the Canadian Department with short seminars on legal issues of interest during Canadian Department monthly calls. He went on to note that in Canada, there are new federal election campaign advertising rules that apply to unions. Canadian Locals were cautioned that they should review and be aware of these matters in anticipation of the upcoming federal election in the fall of 2019. A summary document has been prepared and circulated to Canadian Locals.

It was also noted that conservative governments in Alberta and Ontario, which have replaced former union friendly governments, have tabled legislation that affects the rights of organized labour. This legislation and legal challenges are being monitored to determine what role the IA may play. Bill 9 in Alberta, for instance, seeks to delay the right of nurses in the province to engage in

interest arbitration for a renewal collective agreement and Bill 136 in Ontario seeks to limit a union's right to bargain for compensation increases that exceed 1% with provincial government employers.

Counsel White updated the Board on the status of marijuana legalization in the United States, and its impact on the workplace. Currently eleven states and the District of Columbia have legalized recreational cannabis, and thirty-three states and the District of Columbia have legalized medical cannabis. It is important to note that these drugs remain illegal under federal law.

One chemical component of marijuana is CBD (cannabidiol). The Farm Bill of 2018 lifted restrictions on the sale of hemp and its derivatives, including CBD as long as they contain no more than 0.3% THC. However, the Food & Drug Administration (FDA) is currently in the process of implementing regulations concerning the sale of CBD productions. Since CBD is not currently regulated by the FDA, it therefore could contain more THC than anticipated. Workers should therefore use caution because use of these products could trigger a positive test for marijuana. In addition, Maine, Ohio, and New York City have implemented restrictions on sale or possession of CBD.

Twelve states have implemented some form of employment protection for workers who consume marijuana: Arizona, Arkansas, Connecticut, Delaware, Illinois, Maine, Massachusetts, Minnesota, Nevada, New York, Pennsylvania, and Rhode Island. Most provide protection only for medical use, several provide protections for recreational use.

Despite expanded legalization of marijuana, employers continue to regulate employee drug use. Employers are generally required to bargain with the union before implementing, or changing, any policy that could lead to employee discipline, so Locals should scrutinize employer policies in this area.

Counsel Healy described recent developments in the U.S. at the National Labor Relations Board (NLRB) and Department of Labor. The NLRB's Republican majority continues to issue precedential decisions overturning key private-sector union protections. The Board has the capacity in every case to establish new legal precedents that would disadvantage workers. In several cases over the past six months NLRB decisions have overruled settled law.

In *Johnson Controls, Inc.*, 368 NLRB No. 20 (2019), the Board made it easier for employers to decertify unions at the time of contract expiration by making an "anticipatory withdrawal of recognition" then triggering a new NLRB

certification election. In *Ridgewood Health Care Center*, 367 NLRB No. 110 (2019), the Board eased the legal penalties it will impose in certain circumstances where law-breaking employers unilaterally change workers' terms and conditions of employment after they take over operations of a unionized company. In *UPMC*, 368 NLRB No. 2 (2019), the Board overturned thirty-eight years of precedent governing whether union organizers (who were not employees) may access spaces in a workplace that would normally be open to the general public. In addition to these cases, the NLRB has announced an ambitious rulemaking agenda in May, under which it may seek to skew current rules related to representation elections back in favor of employers. It was also noted that the NLRB General Counsel continues to also pursue unions for using inflatable rats and other animals. The General Counsel seeks to classify the use of inflatables as "unlawful coercion" under one section of federal labor law. One court that recently rejected this theory has called the General Counsel's position "untenable" and it defies precedent holding that inflatables are lawful under the First Amendment to the U.S. Constitution and the existing NLRB case law. If facing or considering unfair labor practices before the NLRB, Locals are encouraged to be in touch with the General Office or the IATSE Legal Department.

General Counsel Dulaney reported that the U.S. Department of Labor, which was formerly headed by Labor Secretary Alex Acosta, is currently led by Acting Labor Secretary Patrick Pizzella following Acosta's resignation from office. Pizzella has previously spurred controversy over his ties in the late 1990s to a textile manufacturing center that was exempt from federal minimum wage and protections for workers. The President has also announced his nomination of Eugene Scalia, son of late Supreme Court Justice Antonin Scalia, to be the next permanent labor secretary. Critics believe both Pizzella and Scalia will pursue an anti-labor agenda at the agency.

The report concluded by announcing General Counsel Dulaney's forthcoming induction as a fellow of the College of Labor and Employment Lawyers, a distinguished professional association honoring leading lawyers from the U.S. and Canada in the areas of labor and employment law.

President Loeb thanked those reporting, observing the report demonstrated the ways that politics may impact the Alliance and its members. Adverse actions by legislatures and government agencies can have serious impacts on workers. President Loeb implored Locals and members to remain active in order to affect the direction of government policy at all levels.

IATSE DISASTER RESPONSE COMMITTEE

International Vice President Damian Petti, International Trustee Andrew Oyaas, Assistant Motion Picture and Television Department Director Daniel Mahoney, International Representative Wade Tyree, IATSE Safety Committee Chair Kent Jorgensen, and Local 478 Secretary-Treasurer Dawn Arevalo, appeared before the Board on behalf of the IATSE Disaster Response Committee to present a summary of Committee plans and activities.

Since President Loeb established the Committee, it has developed a vision statement, which reads: To assist our members in preparing for and recovering from natural and man-made disasters. The Committee has explored several ways to accomplish that mission. The Committee has identified the importance of delivering disaster information to members on their mobile devices. A new section of the IATSE Safety App intends to identify five "P's" (prescriptions, pets, papers, phones, photos) to grab when members facing a disaster have only two minutes to leave their homes. The Safety App may also link to the IATSE's website with specific disaster information. This will provide pertinent updates from the Committee and others on preparedness, recovery, and relevant news regarding disaster events. The Committee is also exploring additional notification services for members in disaster-affected communities.

The Committee also looks forward to assembling resource guidance for IATSE Locals. Relevant compilations of checklists and information will provide anticipated support related to various disasters. In the meantime, Locals and members may review the Department of Homeland Security's ready.gov website as a starting point for creating personal disaster response plans and overall plans for Locals.

The Committee also continues to investigate options for responding to future disaster events. Locals are encouraged designate space where relief supplies (like water and nonperishable food) can be stockpiled for members and available in the days after an event.

Locals may also begin educating members about emergency preparedness and encourage individual emergency kits of necessary items for evacuation and shelter kits for events that do not require evacuation but could involve lengthy periods without power or access to food and water.

It was noted that the Committee's relief efforts are designed to provide stabilization in the time immediately after a disaster before long-term relief agencies expand efforts to an effected area. (e.g., Red Cross, FEMA).

These organizations professionally assist with long-term recovery. The Committee, on the other hand, would assist members through the critical first weeks following an event. During past disaster events, aid and supplies sometimes take weeks to appear in affected areas. Often relief supplies are inappropriate for the type of event. Having storehouses of supplies ready to be mobilized to an area would overcome this obstacle to recovery. To reduce response time, supply storehouses could be strategically located around the U.S. and Canada, (beginning with Atlanta to cover the eastern U.S.). Locations were chosen so supplies could be pre-positioned in a potentially affected area prior to an event or delivered within a few of days of an event with no prior notice. Whenever possible, two days prior to an event, pre-staged recovery resources would be strategically positioned in or near the affected area for immediate use afterwards. If response resources haven't positioned in the affected area prior to the event, they would arrive within 48 hours. Committee members would be mobilized to the area and assist Local leadership with identifying member needs, connecting members to aid agencies, and distributing recovery resources. The Committee identified several categories of materials that could be delivered to an affected area. These include, for example, food, water and personal hygiene item, cleaning supplies, personal protective equipment, safety gear, tools, generators, and lights.

As previously mentioned, the Committee expects integration of other volunteer groups into Committee response plans. Local union groups will ideally be trained as recovery volunteers for their Local and mobilized to disaster-affected areas to conduct outreach or stabilization functions as necessary. Trained volunteers may have additional opportunities also to assist with collecting materials needed for a recovery and disaster preparedness.

Those reporting thanked President Loeb for establishing the Committee. The Committee also thanked District 2 for recently passing a resolution supporting the goals of the Committee. It was also noted that the IATSE has been instrumental among other AFL-CIO affiliates in responding to emergency situations. The Committee will continue to work on raising awareness of the need for disaster planning.

President Loeb noted the importance of being progressively prepared to help members in need rather than reacting in the wake of a disaster situation. He expressed optimism about Locals' and members' involvement in the Committee's efforts. This is an ambitious but valuable resource and something the Alliance should continue to work on, refine, and build.

IATSE GREEN COMMITTEE

International Representative Stasia Savage, Local 600 Central Region Director Nhu-Y Phan, and Local 891 President Keith Woods reported to the General Executive Board on the activities of the IATSE Green Committee. International Representative Savage delivered the report for the Committee.

The Committee was formed as a response to Resolution Number 5 at the 2017 Quadrennial Convention in Hollywood, Florida. Pursuant to the Resolution, the Committee exists for the IATSE to "be a part of an industry wide initiative that educates, motivates, and inspires the entire...community and its patrons to adopt environmentally friendly practices... and prove that it is possible to have good jobs that support both sustainability and a good standard of living."

In response to the tremendous amount of waste that is generated during productions, the Committee aims to educate the entertainment community about ways it can reduce, reuse, and recycle in their personal and professional lives.

The Committee has discovered a wide variety of practices already in place throughout the industry and is excited that throughout the upcoming months, it will share these practices. To reduce waste, the Committee will disseminate information mainly through social media, email blasts, online educational opportunities, and the IATSE Bulletin.

The Committee seeks to include all IATSE-covered crafts in its work. Although most people are familiar with the sustainability departments at the major motion picture studios and the Broadway Green Alliance, the Committee has discovered that individual Locals and members across the United States and Canada are engaged in some incredible sustainability efforts. One example is an IA member in British Columbia who collects polystyrene from film sets. This member breaks it down into useable pieces and then makes it available to other productions for use.

Reducing paper use is one of the easiest ways to go green. Over 80% of IATSE Locals have reduced paper waste by submitting their quarterly reports electronically. Yet, unfortunately, only 16% of the membership receives the Bulletin electronically. Members who receive their Bulletin electronically receive it earlier than those who receive hard copies. For those who argue that they like to keep them for reference, Bulletins dating back to 2006 are available on the IATSE website and hard copies of individual Bulletins may be ordered from the General Office.

The Committee looks forward to sharing all the ways that IATSE members can reduce their impact on the planet while upholding the Pillars of Success.

Brother Woods thanked President Loeb for his assignment to the Committee. Local 891 has been promoting green initiatives for some time. Recently, the Vancouver, BC Parks Board passed a resolution to eliminate diesel generators in Vancouver's parks. Local 891 supports these efforts and hopes to insure these initiatives are implemented in the proper way.

President Loeb thanked the Committee for its report. Employers have a lot of control over what happens at the job site, so while the Union can come up with best practices, it is vital to impress upon employers that these measures are important and that employers take action. The Union owes it to its members to continue to pursue green policies, and it will.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla and Joanne Sanders, and International Trustee Patricia White presented to the Board a report on the IATSE National Benefit Funds.

The increased growth in employer contributions so far this year is 11.0% over the same period in 2018. Receipts for the first six months of 2019 were more than \$213 million.

Net assets of the Funds are just shy of \$2.0 billion as of June 30, 2019. Compared to total net assets of \$1.2 billion as of December 31, 2014, asset levels have increased by 66.5%. Comparing year end 2018 to June 30, 2019, the net assets of the Funds have increased by 11.3%.

As of June 1, 2019, the IATSE National Health & Welfare Fund provides health coverage to 49,514 lives in one of its eight different Plan options. This represents an increase of 30.0% since 2015.

The IATSE Annuity Fund now has over 83,000 active accounts with retirement account balances in individual self-directed accounts at Wells Fargo Retirement Services division. This division has recently been sold to The Principal Group. The transition is expected to take twelve to eighteen months and is in the early stages now. The Principal has an excellent reputation and the Trustees are confident that the transition will be seamless because we will be retaining our account representatives who have always been extremely attentive to the needs of the Funds and the participants.

The IATSE National Pension Fund provides retirement benefits to 2,600 pensioners and there are approximately 20,000 participants in the Plan eligible for, or working towards, retirement benefits.

Summary Plan Description booklets have been rewritten and re-styled for Health & Welfare Plans A and C, the Vacation Fund and Pension Funds B and C. The books will be distributed in the next few weeks. The new reader friendly style will make them more useful for the participants and lead them to the most important Plan attributes in a quicker and easier to understand manner. The SPD's will also be available on the Funds website.

The Fund Office has reorganized its participant services center to direct calls to specialists. The Annuity Fund has a dedicated area for calls and application guidance and there is now a dedicated specialist to answer medical reimbursement claim inquiries. These specialists have eased call congestion, and this has enabled more live calls to be responded to and more return calls being made within the same day.

The Fund Office has added staff and services to the overall operation. Internal payroll audits are now being performed which has expanded the Funds employer auditing capacity. In addition, there is a dedicated employer collection team. This expanded capacity ensures that all participants are receiving employer contributions that they work for. Staff added in the contributions area is helping to reduce the time it takes to post contributions to participant records. Additional staffing in the Benefits Department has eased the bottle neck in processing claims, applications and estimates.

As reported at the last meeting, the Funds have engaged a software company, CPAS, to completely overhaul its database and website systems. Fund personnel are in the early phases of the project and completion is currently of track to take four to five years for all deliverables to be completed but components of the system will be delivered as they are completed.

President Loeb observed the consistent growth of the Funds and the expanded coverage of the health plan permitting more workers to qualify for benefits. He thanked the Funds' Trustees for their conscientiousness on behalf of the participants.

IATSE – PAC REPORT

General Secretary-Treasurer James B. Wood, and International Vice Presidents Thom Davis, John R. Ford, and Craig P. Carlson updated the General Executive Board on the status of the IATSE-PAC since the last Board meeting.

General Secretary-Treasurer Wood reported that for the period January 1, 2019 to June 30, 2019, the IATSE-PAC received \$165,710.95 in contributions and made disbursements of \$55,200.00.

There were three significant one-time contributions which made up almost one quarter of the contribution amount. These were \$14,777 from Local 2; \$1,465 from Local 110; and, \$23,379 from District Convention events.

There are presently 1,252 monthly credit card and payroll contributors from IATSE staff and 153 different local unions and those contributions amounted to \$126,089 during the time period.

The \$55,200 in disbursements from the IATSE-PAC were contributed to twenty different campaigns, and the State and Local PAC contributed \$1,500 to two campaigns.

The Political Department has made presentations regarding the PAC to delegates attending District meetings.

Improvements are being made to the PAC website that will make it more user friendly.

New lapel pins are being designed for three levels of PAC participation to coincide with the \$40/\$20/\$10 per month contribution levels.

President Loeb thanked the committee for its report. He expressed his concern that Local leaders are not asking their members to participate in the PAC. Without participation, the Union will have an influence void. The current level of participation is simply not sustainable. In order to answer requests from local unions to make contributions to important races, there simply must be more participation from members to the PAC. It is imperative that the leaders of the local unions and all American members of the IATSE act now and contribute to the IATSE-PAC.

IATSE PRIDE COMMITTEE REPORT

IATSE Canadian Office Operations Manager Nate Richmond, International Representative Rachel McLendon, IATSE Local 884 Business Agent and Local 871 Interim Business Agent Doug Boney, IATSE Local 631 Secretary-Treasurer and member of Locals 477 and 835 Kim Holdridge and USA 829 Business Representative for Live Performance Carl Mulert provided the General Executive Board with an update on the Pride Committee's efforts since its establishment.

The Committee explained that the concept of an

IATSE Pride Committee began at the 68th Quadrennial Convention in 2017 with the informal collection of names and email addresses of interested LGBTQ+ members across the United States and Canada. Following the Convention, an IA Pride Facebook page was established. Interest in the LGBTQ+ continued to grow and in May 2019, President Loeb officially formed the IATSE Pride Committee. The Committee's mission statement is:

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.

The Committee went on to report that in May 2019 the United States House of Representatives with bipartisan support passed the Equality Act (EA). If subsequently passed by United States Senate and signed by the President, the EA would provide consistent and explicit non-discrimination protections for LGBTQ+ individuals across key areas of life, including employment, housing, credit, education, public spaces and services, federally funded programs, and jury service by amending a number of existing laws, including the Civil Rights Act of 1964, the Fair Housing Act, the Equal Credit Opportunity Act, the Jury Selection and Services Act and several employment related federal acts.

The Committee confirmed that a number of Locals across North America have participated in Pride Parades in their respective jurisdictions, including over fifty members from the Los Angeles Locals with the support of the West Coast Office for the 49th annual Los Angeles Pride Parade and over fifty members from Ontario Locals, with the support of the Canadian Office, in the Toronto Pride Parade. This year also marked the IA's first official contingent in the New York Pride March. The New York Pride March coincided with World Pride and the 50th anniversary of the Stonewall Uprising, a riot that took place in June of 1969 at the Stonewall Inn located in New York by members of the LGBTQ+ community in response to raids and arrests for alleged violations of New York State's gender-appropriate-clothing statute.

Sister Holdridge concluded the Committee's report by presenting fellow Committee members with a token of thanks for their efforts in establishing the Committee, Pride themed Mickey Mouse ears from Disney World.

President Loeb thanked the Pride Committee for

their report and confirmed that the Committee will have the full support of the General Executive Board and be invited to report regularly at future General Executive Board meetings. In doing so, President Loeb confirmed fairness, equality, dignity and non-discrimination are fundamental tenets of the IA that will continue to be pursued by the organization.

IATSE WOMEN'S COMMITTEE

International Vice Presidents Joanne Sanders and Colleen Glynn, International Trustee Patricia A. White, Canadian Labour Congress Delegate Siobhan Vipond, International Representative Stasia Savage, Local 892 Executive Director Rachael M. Stanley, and Local 311 member Lucia Aloï reported to the Board on the activities of the Women's Committee.

In March, the Committee engaged in a social media campaign to celebrate Women's History Month. On the 1st of the month, information about the history and purpose of Women's History Month was posted on the IA and Women's Committee Facebook pages. This was followed by a series of posts each Wednesday, focusing on a trailblazing woman from the history of the IATSE. A special post on March 8th celebrating International Women's Day provided a global focus. Locals and their women's committees added exposure by capturing photos and information as they participated in Women's events in their jurisdictions.

On Monday, July 22nd, the Committee held its semiannual meeting in Montreal. More than thirty-five women were in attendance. New appointments to the Executive Committee were announced. CLC Delegate Vipond and Representative Savage will join Vice Presidents Sanders and Glynn on the Executive Committee. The Executive Committee reviewed new scarf designs provided by Sister Stanley and a final decision will be made in short order. Other topics of discussion included communicating with members between GEBs, a new process for developing news articles, and a celebration of the 100th Anniversary of Women's Suffrage in the summer of 2020. Proposals regarding the IAWC's recommendations will be submitted to President Loeb.

The IAWC's summer event was held at the LAuberge St. Gabriel and was attended by more than eighty-five women. The guest speaker was one of the founders of Madame Prend Congé (MPC), the non-profit selected by the IAWC to receive contributions to further the mission of MPC. The organization operates a women's center in Montreal which advocates for women's equality, improving women's living conditions, and fighting against poverty and violence against women. The IAWC raised

over \$3,500.00 on behalf of the group. A heartfelt thanks was extended to all delegates who gave so generously. Vice President Sanders thanked Sisters Stanley and Aloï who organized the summer dinner when Sister Ellen Popiel, Local 487 Secretary, the IAWC's event planner, was unable to attend the meeting in Montreal.

District Events and Activities

As in previous years, each of the Districts was tasked with scheduling an event at their 2019 meetings. To date, Districts have reported myriad events including a networking breakfast event in District 1 on August 18; an address by Malia Arrington, Executive Director of the Hollywood Commission on Eliminating Sexual Harassment and Advancing Equality who addressed all delegates in District 2; a planned screening in District 3 of "This Changes Everything" Hollywood, a documentary exploring the lack of equality in Hollywood, a spinoff of the #METOO movement; networking events in Districts 7 and 9. Districts 6, 11 and 12 have all scheduled events which will be reported at the next meeting of the GEB.

In addition to the Districts events, Local Unions' Women's Committees have been extremely active and engaged as demonstrated below:

Local 52 - Committee accomplishments include: establishing on-site childcare at the General Meetings; creating a tab on the Local's website for parents which puts all information about benefits, policies and resources in one place; collaborating with the Young Workers Committee increasing the IATSE presence at the 2019 Women's March; sponsoring two women to attend the Northeast Union Women's Summer School; and working with the "Open Stage Project" which introduces NYC high school girls to behind the scenes careers in the theatrical arts.

Local 58 - the Committee has been engaged in discussions about Parental Benefits including sponsoring a motion to enact its first Parental Benefit plan structured to benefit both new and established members and ensures new parents have benefits when most needed.

Local 295 - the Committee volunteered the Local's Office to be a designated collection point for the Moon Time Sisters Collection Drive which took place in March. The Committee is now helping working mothers in the industry, developing a maternity plan, and campaigning for a daycare center as part of the renovation of the Globe Theatre. Many of the members working at the venue have young children.

Local 476 - the Committee has created a presentation

entitled “Sexual Harassment and Accountability on the Set” and offered it to the entire membership beginning in January. Currently, they are developing guidelines for reporting harassment and addressing LGBTQ+ issues at work. This is part of the Local’s efforts to create a Pride Committee.

Local 478 – the Committee raised money for Krewe de Pink in support of Breast Cancer Research. A Krewe de Pink Prom will be held on October 5, 2019 in New Orleans. The Chair of the Committee drafted a proposal for a “Parental Financial Aid Benefit Program” which will be submitted to the membership for review next month. Once approved and piloted, the Committee will make it available to other Locals.

Local 669 – the Committee surveyed female members and those identifying as female to provide focus for the committee. The survey identified three issues - networking, access to training, and community engagement on which they will focus. The Committee has sponsored a “Full Purse” campaign where members donated small backpacks and purses filled with toiletries, feminine hygiene products, socks and water bottles. These were donated to the Downtown Eastside Women’s shelter. In August, the Committee is hosting a Women’s gathering.

Local 891 – the Women’s Committee is now a standing committee, following a constitutional amendment supported by eighty-percent of the membership. It is engaged in an equity audit of members to identify gender and diversity gaps that may exist in leadership positions, and to assess the pay inequities in positions predominately filled by women. The Committee was successful in sending more members to the Summer Institute for Union Women by establishing a training line item in each of eighteen departments’ budgets. The Committee has seen an uptick in activism from those members who have attended the Institute. Sister Natasha Tony, Co-Chair of the Committee was awarded the Spotlight award for Leadership in Education by the WIFTV and Capilano U.

Finally, Vice President Sanders reported that after the Wednesday dinner and after hearing the guest speaker, the restaurant staff of LAuberge St. Gabriel boxed the left-over food and delivered it to MPC. The MPC organization and LAuberge St. Gabriel intend to collaborate and work together going forward.

President Loeb observed that the Committee is starting to take shape and mature, noting specifically the semiannual events at the GEB which have been well-received and successful. He specifically highlighted the connection made between MPC and the restaurant as an

example of the contagious nature of activism. President Loeb noted his delight that Districts and local unions resource and fund women’s committee events, remarking that he is encouraged by the Locals activism in this regard. He concluded by stating that the IAWC is strongest group of women in the American Labor Movement.

IATSE YOUNG WORKERS COMMITTEE

International Representatives Allison Smartt and Wade Tyree, Interim Director of Communications Jonas Loeb, and Canadian Office Operations Manager Nate Richmond reported on the activities of the Young Workers Committee since the last General Executive Board meeting.

Young Workers Conference 2020

The Committee has been busy planning the 2020 Young Workers Conference. The next iteration of the conference, which occurs once every other year, will be held in Minneapolis in spring of 2020.

Minneapolis is an ideal location for a conference given Minnesota’s importance in the upcoming election, central geographic location in the United States, proximity to Canada, and strong IATSE presence. Eight IATSE Locals call Minnesota home.

The conference has been moved from the fall to the spring to give attendees more time to mobilize for the 2020 election.

West Coast Young Workers Activity

The Committee and representatives from eleven Locals participate in the Hollywood IA Young Workers Coordinating Committee (the Committee). The Committee meets monthly, and each participating Local takes turns hosting and leading meetings. Since the last GEB, the Committee has written a mission statement, formed an Education and Outreach Subcommittee to investigate opportunities in the community, and picked a name.

Pursuant to its mission statement, the Committee seeks to “...unite new and young members of Los Angeles IATSE Locals through social engagement, networking events, community involvement, and education about the IATSE and the greater labor movement. Our goal is to foster a culture of open communication among craftspeople regarding shared objectives and to cultivate the next local, district, and international leaders.”

The Committee has put its mission statement into

action by increasing the presence of young and new workers at IATSE and wider community and labor events like blood drives, L. A. Pride, Letter Carrier's Food Drive, and the annual County Fed Toy Drive.

The Committee members have participated in a L.A. River clean-up, a 5K walk fundraiser for L.A. homeless veterans, and discussed the history of the local labor movement at a local elementary school as part of L.A. County Federation Career Day. To further increase turnout, the Committee recently discussed effective communication strategies and now each representative commits to specific levels of outreach for each event.

Canadian Young Workers Activities

After attending the most recent Young Workers Conference, Local 168's Anna-Lena Steiner presented a report to the Local's executive board. The Board immediately created a Young Workers Committee chaired by Silver Steiner. She has recruited two other members to the Committee and, thanks to recent organizing successes, the 180-member Local now has twenty-two young workers. Thanks to the work of the Young Workers Committee, for the first time this year the Local marched in the Pride Parade under an IATSE banner.

Stephane Ross is a young worker from Local 262 in Montreal. Brother Ross attended the most recent Young Workers Conference and last month he was elected 4th Director of the Montreal Regional Labour Council. Felicitations pour votre nouveau poste!

Mid-Winter GEB, Austin Texas 2019 Young Workers Event

Prior to the last GEB, Committee members attended the Young Active Labor Leaders (YALL) Summit in Austin. The Committee met young labor leaders from IATSE Locals, other unions, and young members in leadership positions at the Texas AFL-CIO. The Committee also held a successful IATSE Young Workers Event a couple of nights after the YALL Summit. The gathering attracted workers from the IATSE, Austin CLC, AFSCME Local 1624, and IBEW Local 520. Approximately forty young workers attended the events. It was a great showing of solidarity, community, and companionship.

President Loeb thanked the Committee for its report, expressed the International's commitment to young workers, and praised the activities of the Committee. The young workers are the future of the Alliance and will be a source of power for the Union.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael F. Miller Jr., Thom Davis and John Ford, along with other MPIPHP Directors Scott Bernard, Rebecca Rhine, Colleen Donahue, Chuck Parker, Patric Abaravich, and Rachael Stanley reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

The combined value of Plan assets as of May 30, 2019, is approximately \$9.7 billion, an increase of almost \$400 million since year end 2018. The Pension Plan held \$3.8 billion in assets, followed by the IAP with \$4.7 billion. The Active and Retiree Health Plans held \$1 billion and \$85 million, respectively. As of May 2019, the MPI Pension investment returns for 2018 were up 4.2% and through June up another 2%. The MPIPHP Directors constantly review the MPIPHP asset allocation and its impact on the benefit funds at all points in a market cycle. The Pension portfolio is designed to provide downside protection to the fund in the event of a market decline or economic downturn and benefit from uncorrelated assets. The asset allocation is 8.5% Real Estate, 37% Alternative, 34% equities (only a portion of that is in domestic) and 20 % fixed income.

The combined hours into the MPIPHP in 2018 exceeded 100 million for the first time. Vice President Miller noted that was significantly above the projected hours. Year to date totals through May are consistent with continued employment growth and are trending above 2018. Employer hourly contributions of \$399 million through May are up \$20 million from the same period last year. Residual receipts into the MPIPHP in 2018 totaled \$450 million. We continue to anticipate that our assumptions are appropriate in the near term as more content is being licensed in secondary markets. There are also new provisions in the Basic Agreement regarding streaming content that will also generate increased contributions into the plans for theatrical length content. Recently, due to the 2018 Basic Agreement, Netflix made a large residual contribution to the MPIPHP in excess of \$12 million. This will likely place Netflix in the \$15 million group of contributors.

The Active Health Plan has over 53,000 participants and more than 108,000 covered lives, with an annualized cost of \$12,800 per eligible participant. The Retiree Plan consists of 15,000 eligible participants and 23,000 covered lives with an annualized cost of \$8,000 per participant.

The MPIPHP reported that the reserve levels were at 19 months in the Active Plan and 11 months in the Retiree Plan as of May. The reserve levels in both Plans at year

end exceeded the amounts necessary to trigger the 13th and 14th checks which were paid upon ratification of the Basic Agreement.

Recently, the MPIP, along with Aris Investments, Bridgewater and our actuaries, performed a Pension Stress Test to determine how the Pension Plan would fare in the event of a market decline. Vice President Miller reviewed this with the Board. The key takeaways from this stress test is that the portfolio is well positioned to withstand a serious economic downturn and will likely outperform while being 40% less volatile than our peer portfolios. The expected return is 0.6% above peers with a significantly lower equity allocation. The primary reason for the better return-risk ratio for the pension versus our peer portfolio is because of the lower equity and higher alternatives allocations.

ARIS Investments summarized the study in six key takeaways. The pension has a long-term objective to achieve 7.5% average net return with as little risk as possible. Risk is measured by volatility and probability of material loss. The Plan is currently structured to meet this objective. The Pension's expected return is higher and volatility lower than the typical peer portfolio and the odds of material loss are markedly lower based on simulations going back to 1926. The primary reason the plan is more efficiently allocated than its peers is because it is more diversified. This doesn't mean defensive. In fact, over 80% of the assets are invested to have an equity-like return. The pension is structured to produce better performance (higher return/lower risk) than equity-concentrated peer portfolios over the long term. Due to a lower equity allocation, it is likely to underperform during strong equity markets and outperform during economic downturns.

President Loeb thanked the Directors for their report, noting that the Plans continue to grow as the combined hours continue to exceed projections. President Loeb noted that the stress test is significant because it indicates that, in the event of a market downturn, the Plans will continue to be in good shape. President Loeb concluded his remarks by thanking the Directors for their hard work.

NU IMAGE

General Counsel Samantha Dulaney and West Coast Associate Counsel Jacob J. White reported to the Board on Nu Image v. IATSE.

General Counsel Dulaney noted that the facts of this case are extremely esoteric but at its most basic the case involved a dispute over Nu Image's obligation to pay residuals on their productions.

Despite clear language in the contracts requiring them to do so, Nu Image did not pay any residuals to the Motion Picture Industry plans from 2006 to 2013. The MPI subsequently sued Nu Image for delinquent contributions. Nu Image then turned around and sued the IATSE, claiming that the International made negligent, or intentional misrepresentations during bargaining. Nu Image claimed that it relied on the representations of the International that it would not have to pay residuals. It sought indemnification from the International, essentially demanding that the International pay the residuals on their behalf. The International disputed these patently false claims.

The International was confident throughout the litigation that Avi Lerner and Nu Image had no legal, or factual, basis for their lawsuit. The case percolated up from the California federal district court to the Ninth Circuit Court of Appeals, and finally to the United States Supreme Court. The International prevailed at every step, from summary judgment at the District Court, to confirmation of summary judgment by the Ninth Circuit, and, finally, to the Supreme Court's decision to deny review. The case is now over.

General Counsel Dulaney thanked David Rosenfeld, Bill Sokol, Michael Burstein, Lisl Soto, Roberta Perkins, and Monica Guizar from the Weinberg, Roger & Rosenfeld law firm, and Counsel White, for their work on the case.

President Loeb thanked General Counsel Dulaney and Counsel White for their report, remarking that it is important for the members to hear reports like this so they know that the International will battle employers all the way to the Supreme Court when they know the battle is important. This employer did not want to pay residuals, which fund the health and pension plans for IATSE members, and the IATSE will never back down in fighting for what is right.

OSBURN VS. IATSE SUPREME COURT CASE

General Counsel Samantha Dulaney and West Coast Associate Counsel Jacob White gave the Board a status report concerning litigation filed in 2014 by Brother James Osburn and Sister Elizabeth Alvarez against the IATSE International, President Loeb and International Vice President Michael F. Miller, Jr. The facts and background of the litigation have been set forth in previous Bulletins and in the Proceedings of the 2017 Quadrennial Convention.

Local 695 was placed into trusteeship in February of 2014 for violating the IATSE International Constitution.

As a result of the receivership, all officers of Local 695 including Brother Osburn and Sister Alvarez were removed from their positions as Local officers. Some employees were not retained. Brother Osburn and Sister Alvarez challenged the imposition of the trusteeship and their removal as officers and employees, alleging breach of contract under Labor Management Reporting and Disclosure Act (Titles I and IV) and California state law and employment discrimination. They filed their lawsuit in February 2015 in federal court in California.

In July and December of 2016, the federal district court granted the International's motions for summary judgment and dismissed the litigation. The court found that the International had not violated federal or state law in connection with the trusteeship.

Brother Osburn and Sister Alvarez then appealed the dismissal of their claims to the Ninth Circuit Court of Appeals. After oral argument in August 2018, a three-judge panel unanimously affirmed the district court's dismissal of the case, thus upholding the decisions in favor of the International.

They then petitioned for review by the entire Ninth Circuit, which was denied.

Brother Osburn and Sister Alvarez appealed to the Supreme Court of the United States of America, which in April 2019 denied their petition for certiorari and refused to hear their appeal. Thus, the district court's dismissal of all the claims filed by Brother Osburn and Sister Alvarez was upheld.

Counsels Dulaney and White expressed their sincere appreciation to Retired West Coast Counsel James A. Varga, the Weinberg, Roger and Rosenfeld firm particularly counsels David Rosenfeld, William "Bill" Sokol, Lisl Soto, Monica Guizar, Roberta Perkins, Joanna Sun for their outstanding work on this litigation.

President Loeb remarked that the litigation was unfortunate but the IATSE International Constitution is the "supreme law of this Alliance and of its constituent members". He stated that no member is above the Constitution and all members declare that they will be governed by it when they are initiated. He expressed that he will ensure that the Constitution is upheld, followed, and defended—all the way to the Supreme Courts of the United States and Canada—if necessary. He commended Local 695's current leadership, including Brothers Scott Bernard and Lawrence Abrams, all the Local's officers and all of the members for their governance, diligence, and for upholding the proud tradition of their crafts.

POLITICAL AFFAIRS REPORT – CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

National Update

Pharmacare

A national pharmacare program remains a priority for organized labour in Canada. In the 2018 federal budget, the federal government announced that it had struck the Advisory Council on the Implementation of National Pharmacare, which was tasked with studying the possibility of such a system, and making recommendations for same. The committee's final report was released in June 2019. In it, the Council concluded that Canada's current patchwork system of prescription drug coverage is inadequate, unfair and inefficient. It was a conclusion long supported by public opinion, health economists and medical professionals, but one that had been vigorously opposed by big pharma and the insurance lobby. Despite that pressure, the Council has recommended that the federal government work with the provinces to implement a universal pharmacare program. The report contemplates copayments and/or user fees as well as a clear path to achieving universal pharmacare. It will now be up to the federal and provincial governments to work together to implement the recommendations.

Copyright & Canadian Content

The strengthening of copyright legislation and Canadian content rules continues to be priority issues for the Canadian Office. The Canadian Office previously filed formal written submissions with the Ministry of Canadian Culture & Heritage, the Ministry of Industry, Science & Technology, and the Ministry of Innovation, Science and Economic Development dealing with both issues. More recently, the Canadian Office continued its lobbying efforts on these two issues by filing written submissions with the Ministry of Transportation and Broadcasting which is also conducting its own review of the matters. In May 2019, the Ministry of Heritage released its report on Remuneration for Artists, which laid out twenty-two recommendations. Many of the recommendations set out in that report were supported by IATSE, including a recommendation that the federal government create educational materials for consumers to raise awareness of copyright provisions and artist remuneration and a recommendation that the federal government review the safe harbor exceptions and laws to ensure that internet service providers are accountable for their role in the

distribution of content. In June 2019, the Ministry of Innovation, Science, and Economic Development released an interim report summarizing the submissions and input it had received from individuals and organizations, much of which relates to the promotion and support of Canadian content. The final report is due in early 2020.

National Lobbying

In February 2019, IATSE members from across the country joined over 350 other labour organization representatives in a National Lobby Day organized by the Canadian Labour Congress. IATSE attendees engaged in lobbying efforts with members of parliament on issues including pension legislation reform as well as national pharmacare.

Vice Presidents Lewis and Petti as well as Representative Hurdon and others continue to work regularly with IATSE's Canadian lobbyist to arrange meetings with politicians from all political parties to establish open lines of communication in anticipation of the upcoming federal election in the fall of 2019 and the possibility of a change in government.

Federal Election

Canada is heading into a federal election in the fall of 2019. In anticipation of this election, IATSE has joined forces with other labour organizations on two different initiatives. First, IATSE has partnered with the Directors' Guild of Canada and other industry unions and guilds on a non-partisan member engagement campaign. Called "Just Ask", the goal of the initiative is to get as many members as possible out to campaign events where members can pose questions to candidates to gauge their support for the entertainment industry and/or knowledge of the issues affecting the industry. The initiative seeks to secure pledges from members to attend at least one town hall or all-candidates meeting to ask at least one question of candidates and to also request that candidates sign a card confirming their support for the industry. The initiative has an online presence with a website and various social media accounts and is being spearheaded by a full-time organizer.

Second, IATSE has once again joined forces with other labour organizations in Engage Canada, a union-run group overseen by veteran Liberal and New Democratic Party strategists. The focus of Engage Canada is to run a concerted campaign against Federal Conservative Leader Andrew Scheer in hopes of ensuring the Conservatives do not form the next federal government. Funding for pre-election period television, radio and digital ads run by Engage Canada was derived from union donations, which included donations from IATSE Locals ranging from \$500

to \$40,000 and a donation from the International in the amount of \$25,000 for a total of \$130,000. Representative Hurdon played an "Engage Canada" ad for the General Executive Board.

Provincial Update

Saskatchewan

In late 2017, the Government of Saskatchewan introduced a law allowing survivors of domestic or sexual violence ten unpaid days of leave. In May 2019, the province amended this legislation to allow survivors five paid days of leave from work and five unpaid days. All Canadian provinces, with the exception of Alberta, now have leave for domestic violence, whether it is paid, unpaid, or a combination of the two. This recent amendment to Saskatchewan's legislation is a great victory for all survivors of domestic and sexual violence as well as a celebration for the IATSE as the issue of paid leave for all such survivors was identified as a priority by IATSE at the Saskatoon Canadian Convention back in 2015.

Alberta

Alberta's labour friendly National Democratic Party was defeated by the United Conservative Party in the provincial election held in April 2019. The UCP, led by former federal cabinet minister Jason Kenney, netted 63 of the 87 seats in the Legislative Assembly and formed a majority government. This is a disappointing result for organized labour and one that is likely going to translate into many of the progressive labour friendly laws passed by the NDP being repealed and/or significantly amended in the months and years to come.

Prince Edward Island

PEI's incumbent Liberal Party government was defeated by the Progressive Conservative Party in the provincial election held in April 2019. The PC's will form a minority government with the Green Party forming the official opposition for the first time in Canadian history.

Newfoundland & Labrador

The incumbent Newfoundland and Labrador Liberal Party government called a snap provincial election in May 2019. The Liberals ended up losing seven seats to form a minority government with the Progressive Conservatives forming the official opposition.

British Columbia

Over the past year, the governing New Democratic

Party in British Columbia undertook a comprehensive review of its labour and employment legislation using panels made up of both labour and business representatives. The IATSE made submissions to both panels and in May 2019, several of IATSE's recommendations became law. Although there are many positive amendments that flow from this review, the most important amendment for IATSE members working in British Columbia is a change to the Employment Standards Act which prohibits collective agreements from undercutting the minimum protections set out in the ESA. Other notable amendments include quicker turnaround times between the filing of an application for certification and a representation vote, provisions permitting mail balloting, better access to first contract mediation without the need for a strike vote and increased powers of the Labour Board to award automatic certification when employers engage in unfair labour practices.

Ontario

Ontario's Provincial Conservative Party government, led by Doug Ford, has continued its attacks on working people, the environment, healthcare, education, and minorities. The Ontario Federation of Labour continues to organize conferences, rallies and protests around the province in an attempt to demand change. Representatives Hurdon and Jeremy Salter attended one such conference, the "Power of Many" Conference, which was aimed at assisting unions in encouraging their rank-and-file members to fight against the Ford cuts.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach. In doing so, he encouraged all Locals to be especially engaged in the upcoming federal election to ensure the interests of IATSE members are properly represented by those elected to power.

PRIDE AT WORK

Locals 884 and 871 Business Representative Doug Boney reported to the General Executive Board about various Pride at Work events.

Boney attended the Pride at Work National Executive Board Meeting, which was held in Chicago from March 30-31, 2019. Bob Reiter, President of the Chicago Federation of Labor, welcomed the Board members. After a series of reports, Pride at Work Executive Director Jerame Davis gave an overview of attendance and financial information from the 2018 convention, noting that it was the highest attended and most financially successful convention in Pride at Work's history.

While at the meeting, Boney reported to the Pride at Work board on the success of the IATSE Pay TV negotiations, which resulted in the inclusion of the model non-discrimination language Boney received while at the Pride at Work convention. This led to a discussion of other issues Pride at Work should work on to share with unions for their negotiations and benefit plans that affect LGBTQIA+ workers, such as bathroom access for trans and non-binary individuals, inclusive healthcare coverage for trans individuals in every stage of their journey, complete coverage of all antiretroviral medications for HIV treatment and coverage of PREP, a prophylactic medication taken to reduce the transmission of HIV.

Joan Jones, President and Director of the National LGBTQ Workers Center then provided a presentation on its work. Their focus is advocacy, training, and support for low wage workers that identify as LGBTQIA+, centered on historically oppressed workers within the community, such as individuals who identify as trans and people of color. Joan stressed that lifting up the wages, working conditions, and respect for these vulnerable workers benefit everyone in the fight for economic justice.

The second day of the meeting involved discussions on the Queer Working People's Agenda and the Future of the Queer Worker, a collaboration of Pride at Work with multiple LGBTQIA+ organizations and labor unions. The purpose of this study is to illustrate that the queer community is not a monolith, but is comprised of people from every ethnic and religious background, every gender identity, different familial and relationship structures, and from all income levels. The study plans to identify and come up with solutions for the challenges of organizing and supporting everyone from these widely varied backgrounds, but who are also part of the same queer community.

Boney then discussed his attendance at the Pride at Work 25th Anniversary Solidarity Celebration held in Washington, DC at the AFL-CIO on June 20th. Former Pride at Work President Shane Larson was honored for his continued advocacy and work for LGBTQIA+ workers along with the Lambda Legal Staff Union for their extended and ultimately successful journey to their union's recognition and first contract. The Pride at Work anniversary coincided with the 50th Anniversary of the Stonewall Riots and each one of the speakers and honorees recognized these milestones by acknowledging how far the movement has come, but also recognizing how much work is left to be done. Jerame Davis provided welcome remarks at the beginning of the event and specifically recognized the IATSE as a key ally of Pride at Work.

Finally, Boney reported that he has been assigned to attend the Equality California Awards in Los Angeles on September 28th. Equality California is the largest statewide LGBTQ+ civil rights organization in the country and through education, mobilization, and advocacy it works towards electing pro-equality leaders, passing pro-equality legislation, and fighting for social justice in the courts, not just in California, but across the United States. They recognize the role of labor in their work and see unions as an integral part of their success. Key political allies of Equality California are Speaker Nancy Pelosi, CA State Senator Scott Wiener, and Congresswoman Katie Hill to name a few.

Boney noted that, as he was preparing his report, he kept hearing, over and over again, President Loeb's words after so many reports to the General Executive Board that "Growth Equals Strength." Some take this to mostly mean growth in numbers, but growth is also what attendees to Board meetings learn and bring back for the benefit of their members. Boney said that he is grateful to President Loeb for appointing him to the Pride at Work Executive Board so that he can learn and grow as a leader, bringing that knowledge back to share, thereby growing the knowledge of the entire IATSE, making the Union stronger.

Boney concluded his report by thanking President Loeb and the General Executive Board, along with the leadership of his IATSE sisters, bothers, and kin, thanking everyone for their support of Pride at Work and its mission to advocate and provide a voice for LGBTQIA+ workers in the United States.

President Loeb thanked Boney for his report. Advocacy and a voice are not things that just happen, rather they are the result of the Union's presence and involvement. Using the Union's strength to advocate on social justice issues is important, and the International will continue to be front and center in these fights.

RADIOHEAD STAGE COLLAPSE CORONER'S INQUEST

International Vice President and Director of Canadian Affairs John Lewis and International Representatives Peter DaPrato and James "Jim" Brett reported to the General Executive Board on IATSE's participation in the Office of the Chief Coroner of Ontario's inquest into the death of Radiohead drum technician Scott Johnson.

On June 16, 2012, during the setup by a non-union service provider at Toronto's Downsview Park for the final concert of Radiohead's North American tour, the

roof of the temporary stage collapsed, killing drum technician Scott Johnson and injuring three other members of Radiohead's road crew. Over a three-week period in March 2019, the Chief Coroner of Ontario conducted an inquest into the circumstances that gave rise to this workplace death. IATSE applied for and was granted standing as an interested party to participate in this Coroner's Inquest. As an interested party, IATSE was afforded the opportunity to cross-examine witnesses, call witnesses and make recommendations to the jury with a view to preventing similar workplace tragedies from occurring in the future. During the course of the inquest, IATSE was represented by Vice President Lewis and Representatives DaPrato and Brett as well as legal counsel Lauren Tarasuk from Koskie Minsky LLP during the course of the inquest.

Although IATSE members did not work on the construction of the temporary staging that collapsed and killed Mr. Johnson, the IATSE had a vested interest in the health and safety issues at stake in the inquest, as both an expert and leader in the live performance industry. For this reason, IATSE actively participated in the inquest by engaging in pointed and relevant cross-examinations of all witnesses and by calling Representative DaPrato as a witness to give evidence on how and why this workplace tragedy was preventable. The IATSE also took an active leadership role in helping to formulate twenty-eight jury recommendations aimed at improving workplace safety for all similarly-situated live performance workers in Ontario, including IATSE members. All recommendations supported by IATSE were adopted by the jury. As a direct result of IATSE's participation in this inquest, IATSE will be one of the constituent members of a permanent working group funded by the Ontario Government consisting of live performance industry professionals and professional engineers who are charged with the responsibility of developing and maintaining a fully integrated and consistent approach to the processes involved in the live performance industry, including the construction and use of temporary staging, to ensure similar workplace tragedies do not occur in the future. The report concluded with the General Executive Board and meeting attendees rising to observe a moment of silence on behalf of Scott Johnson.

President Loeb thanked the Canadian Office for its report. In doing so, he confirmed that the IATSE will continue to be committed to ensuring that the health and safety of IATSE members remains a top priority for the Alliance and that the International will always support any initiatives aimed at improving the health and safety of all workers in the entertainment industry.

REALITY TELEVISION ORGANIZING CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Peter DaPrato and Jeremy Salter and Canadian Office Operations Manager Nate Richmond reported to the General Executive Board on IATSE's reality television organizing initiatives.

The nature and scope of reality and/or factual television in Canada has increased over the last decade with the licensing of Canadian versions of several successful United States reality-based shows. In an effort to organize the workers in this industry, the IATSE and the Canadian Media Guild (CMG), an affiliate of the Communications Workers of America (CWA), officially formed a council in May 2019 - the Factual Television Joint Counsel. The Council is governed by a constitution which sets out the respective jurisdiction of the two unions.

The Council has identified a number of organizing targets and is currently in the process engaging with some of those target employers with a view to reaching collective agreements and/or filing applications for certification in the near future.

President Loeb thanked Vice President Lewis and the others for the report. In doing so, he noted that reality television workers in Canada deserve workplace representation and the IA is both capable of providing it and willing to commit the resources to making it happen.

STEWARD TRAINING

International Trustee and Education and Training Department Director Patricia White reported to the General Executive Board regarding steward training developments.

White reported that IATSE Steward Training materials are now available to local unions upon request. The training materials are designed for local trainers to use and customize to fit their own Local's needs, and include a main PowerPoint presentation, a supplementary scenario presentation, the IATSE steward tool-kit, the IATSE steward glossary, and an instructor's manual. The presentation runs about two to three hours long. While it is customizable to fit each Local's needs, it can also be used without any further alteration. The training is available in versions for both U.S. and Canadian Locals.

International Representative Dan Little conducted the first pilot training in Philadelphia for eleven Local 8 stewards on June 10, and Special Representative Don Martin followed up with a session on June 29 with

a session for twenty stewards from Locals 329 and 82. International Representative Peter DaPrato piloted the Canadian version for eighteen participants from Locals 58, 129, 828 in Hamilton, Ontario. Small alterations were made based on instructor feedback from these sessions, to produce the finished version. The training has also been shared with Richard Negi, Education Director of Local 600 and Mandie DeMeskey, Head Steward at Local 52. Both gave helpful input, which will be incorporated into customized training at those Locals later this summer.

White thanked the representatives already mentioned for their willingness to test the materials, to International Vice President and Director of Canadian Affairs John Lewis, International Vice President Dan Di Tolla and Assistant Stagecraft Department Director Joe Hartnett for their advice, and to Safety and Training Outreach Coordinator Hannah D'Amico for doing great work to put the materials together. Credit goes to Special Representative Don Martin who was persistent in his advocacy for course development. This presentation is available to local unions upon request, by emailing Hannah D'Amico in the General Office hdamico@iatse.net.

President Loeb thanked Department Director White for her report and the great work on this issue. In the industries IATSE members work in, stewards must have different skills and tools than stewards in other industries, and this training is tailored to those needs.

USITT

International Trustee and Director of Education Patricia A. White, International Representatives Radar Bateman, Mark Kiracofe, Daniel Little, and Allison Smartt, IATSE Safety Committee Chair Kent Jorgensen, and ICAP Member Alan Rowe reported on the 2019 United States Institute for Theatre Technology (USITT) Conference and Stage Expo.

The 59th annual USITT Conference and Stage Expo was held in March in Louisville, KY. This event has historically fostered close collaboration between educators and stagecraft professionals. Throughout the convention IATSE representatives, university faculty, vendors, students, potential members, and current members interact at meetings and education sessions. Exchanging information, promoting the IATSE, and displaying union values to a coming generation of workers makes USITT an invaluable opportunity. Coordinated, strategic, and long-term planning surrounding this event helps build union power. The IA activities and topics and at USITT generally include, the IA exhibition booth,

educational panels, industry safety, technical theatre, student outreach, and equity, diversity, and inclusion.

The IATSE booth on the exhibition floor acts as the center for IATSE representatives to educate students, university faculty, and potential members on the values and functions of the union and provide them with information about various Locals. With hundreds of exhibitors, including vendors, and industry professionals, the exhibition floor gives IA representatives opportunities to meet with various groups and discuss potential IATSE member training and employment opportunities for young workers. The event also sparks thoughts about future organizing opportunities. In addition to the International, Locals One, USA829, and 705 also had booths on the show floor.

In addition to staffing the booth and attending relevant panels, IATSE representatives also participate in and led a wide-range of sessions including ESTA meetings, Technical Standards meetings, and ETCP council meetings. Leading up to the conference on March 18 and 19, ICAP members Joe Aldridge, Kent Jorgenson, and Alan Rowe, assisted by IATSE members Mike Murphy (Local 369) and Michael Pittman (Local 13), taught a two-day OSHA-10 general entertainment safety course. Dozens of people attended the course. Attendees were fully engaged and appreciative of the content. Eddie Raymond was one of the principal organizers for the ESTA's second annual New World Rigging Symposium, a meeting which drew 175 attendees, the majority of whom are IATSE members.

USITT 2019 included many presentations that focused on equity, diversity and inclusion, which was a prominent theme and a topic that many young technicians care genuinely about. One panel focusing on parenthood in the theater featured an IATSE member who spoke highly of her 'union family' and their role in helping raise her child. Representatives also attended panels sponsored by the USITT Safety and Health Commission and established connections with commission principals. This year, the Safety and Health Commission placed special emphasis on mental health awareness.

Representatives attended several relevant panels on technical theater, including information about working as an employee as opposed to an independent contractor. These panels lacked union involvement, but Representatives nonetheless participated to initiate union-friendly discussions. This year's conference included the Digital Media Commission's inaugural meeting. This area of importance to the future of many IATSE crafts provided an opportunity to connect with the Commission's leadership, which expressed interest in working with the IATSE at future conferences.

This year's IATSE-sponsored panel titled "Backstage to Big Screen," featured IATSE members from Locals 481, 764, and Local USA829, and its purpose was to highlight the similarities and differences between live theatre and the motion picture industry. Locals also hosted education sessions. Local 764 sponsored a panel about the essentials of working in wardrobe, which featured members of Locals 764, 705, and USA829. It emphasized the interconnection of all entertainment industry crafts. Local USA829 also hosted a panel of its own, as in recent years, which featured USA829 members and informed attendees about being a United Scenic Artist member.

The Roundabout Theatre Company Theatrical Workshop Development Program (TWDP) Fellows attend the USITT Conference as part of their first-year training. A group of many IATSE representatives and officials from Locals attended a breakfast with the TWDP Fellows to welcome them to the Conference, and appeared at USITT's annual skills competition, known as the "Tech Olympics," to cheer on the TWDP Fellows.

Those reporting concluding by noting the USITT Conference is a multi-faceted event that can greatly influence our relationship with incoming professionals in the entertainment industry. They noted the importance of the IA's presence and the Alliance should strive to increase union presence at panels and commissions during future USITT Conferences. It provides opportunities to connect with students who are passionately interested in their crafts. By establishing a greater union presence, the Alliance will maintain its positive, supportive image in the eyes of students, instructors, and future members.

President Loeb remarked that the IATSE had a great team at this year's USITT Conference. They were able to relate with and communicate with people entering the industry and the IA will continue to attend and support it.

WEST COAST OFFICE REPORT

General Secretary-Treasurer James B. Wood, International Vice President Thom Davis, International Vice President and Motion Picture and Television Department Director Michael F. Miller Jr., and International Representative Peter Marley reported to the Board on developments in the West Coast Office.

Vice President Miller reported that the IA West Coast Office continues to be very involved with various events within the greater Los Angeles community by participating in events such as the May Day Parade, the LA Pride Parade, Postal Workers Food Drive, the United Way Home Walk, and supporting the UFCW in their negotiations.

So far in 2019, the West Coast Office has turned out over 200 volunteers to participate in these events. This activism has been noticed by labor colleagues at both the County and State levels and it is known that the IATSE is committed to making a difference.

The IA will be sponsoring an event for Congressman Adam Schiff (D - CA). This event will be hosted by the IA at Local 80's union hall. Officers, members, and staff of the IA Locals are encouraged to attend and support one of the Union's good friends in Congress.

The Chase Arena in San Francisco is opening soon, and Miller and International Representative Marley have been deeply involved with Local B-18.

Miller also reported that a labor peace agreement was signed at the beginning of the construction process for the new Rams Stadium in Los Angeles. In addition to the stadium, it is anticipated that there will also be a venue for live entertainment. The West Coast Office continues to closely monitor the situation.

For the second year, Vice President Miller moderated a panel at the Motion Picture Academy along with representatives of various West Coast Studio Locals. The panel was titled "Demystifying the Unions and Guilds" and was presented to all of the Academy interns. These are 3rd and 4th year college and film school interns that are looking to get into the Motion Picture Industry. Getting to these students early in their careers and while they are still in college to educate them about the IA has been very successful and is well received by these students.

Vice President Miller and General Secretary-Treasurer Wood reported on the sale of the current West Coast Office building and the renovations and move to the new building at 2210 W. Olive Avenue. in Burbank, CA. The new building is on schedule and the office will move on August 22. The current property will close escrow on August 31 and be turned over to the new owner. The new building will significantly increase the IA's ability to conduct more business as there are better and larger meeting and bargaining facilities, room for expansion and space to hold events, both indoors and outside. Miller recognized and thanked General Secretary-Treasurer Wood for his help and guidance as well as experience in handling the building renovations. Jimmy Rainey has been instrumental in coordinating technical and IT in the Olive Avenue. building. Miller also acknowledged the work of West Coast Office Manager Buffy Snyder in managing the details and specifics of the renovations of the new building and the move itself. Change of address notices will go out at the beginning of August. The phone number will remain the same.

Miller concluded his report by thanking President Loeb for his support through the process of moving the West Coast Office to the new building on Olive Avenue.

General Secretary-Treasurer Wood then discussed the long process of moving to the new building and expressed his appreciation for Vice President Miller's work in that regard.

President Loeb remarked that it is important to have a space that will allow the Union to grow in the future and be the center of the Alliance's activities in Los Angeles, and the new West Coast Office will allow the Union to do those things. He thanked General Secretary-Treasurer Wood and Vice President Miller for their hard work in making this a reality.

WORLD PRIDE AND NYC PRIDE MARCH

Assistant Motion Picture and Television Production Department Director Dan Mahoney, International Representatives Wade Tyree and Rachel McLendon, Canadian Office Operations Manager Nate Richmond, Local 631 Secretary-Treasurer Kimberly Holdridge, Local 798 Secretary-Treasurer John "Jack" Curtin, and member Cynthia O'Rourke, Local 884 Business Agent Doug Boney, and Local USA829 Business Representatives Patrick Landers and Carl Mulert provided the General Executive Board with a report on the IATSE's participation in World Pride and the 2019 New York Pride March.

World Pride is an event established nineteen years ago to promote LGBTQ+ issues around the world through parades, festivals and related activities. During that time different international cities have been selected periodically to host World Pride. In 2019, New York was selected to host World Pride to coincide with the 50th anniversary of the Stonewall Uprising, a riot that took place in June of 1969 at the Stonewall Inn located in New York's Greenwich Village by members of the LGBTQ+ community in response to raids and arrests that targeted New York's LGBTQ+ community.

The June 2019 New York Pride March, which took place as part of the World Pride festivities covered 2.5 miles of Manhattan, included roughly 150,000 marchers and drew an overall crowd of millions. The IATSE was among the groups participating. President Loeb marched alongside a diverse IATSE contingent of over 320 members and their families and friends from all over North America, which included members of Locals One, 4, 52, 161, 477, 600, 631, 700, 751, 764, 798, USA829, 835, 871, 884, and ATPAM. The event also

marked the first public appearance of the IATSE Pride Committee since the committee was established. On this momentous occasion, marchers signed the New York Pride March banner created by USA829 members that the IATSE contingent marched behind. At the conclusion of the report, the banner was presented to President Loeb as a token of thanks for the Alliance's support of the IATSE LGBTQ+ community and its participation in World Pride and the 2019 New York Pride March. Those reporting also gave special thanks to all individuals and Locals that contributed to the IATSE's participation in this historic event. President Loeb proudly accepted the march banner and, in doing so, thanked everyone involved in making the IATSE's participation in the 2019 New York Pride March a success.

LOCAL NO. 8, PHILADELPHIA, PA

Re: Pennsylvania Convention Center

Vice President Michael J. Barnes, International Representative Daniel Little, Local 8 Officers Joseph Baliski, Recording Secretary, and Phillip Effinger, Associate Business Agent reported on the extension of the agreement covering Local 8's work at the Pennsylvania Convention Center (PCC).

The PCC opened in 1993 and after renovations in 1995 and 2006 has a footprint of one million square feet. During that time, there existed operational issues which were resolved in 2004 through the negotiation of a Customer Satisfaction Agreement (CSA) between the PCC and six participating unions that worked in the Convention Center, including Local 8.

While the jurisdictional inter-union disputes amongst the six unions at the PCC decreased significantly after the negotiation of the 2004 CSA, customer complaints and the overall reputation of the Center continued to suffer until 2013 setting the stage for contentious negotiations in 2014. Two of the unions—the International Brotherhood of Carpenters and the International Brotherhood of Teamsters—refused to sign the CSA. Those unions filed multi-jurisdictional litigation against the PCC Authority.

Significant changes were made to the CSA as a result of the 2014 negotiations, including a redistribution of trade show work among the four remaining unions—IATSE, IBEW, Laborers and Riggers.

Immediately after the signing of the 2014 agreement, public perception began to change from negative to positive. Several large trade shows have returned to Philadelphia and the PCC. The good reports about the

turnaround at the PCC led to union work for the Papal Visit in 2015, the Democratic National Convention in 2016, and the NFL Draft in 2017.

The CSA extension will not expire until 2029. It provides annual wage and benefit fund contributions to workers represented by the Local, as well as the Creation of a Safety, Training, and Marketing jointly administered trust fund.

Vice President Barnes reported that the impact of this agreement for the unions at the PCC cannot be overstated. The CSA provides a foundation that will give Local 8 stability to continue to grow and provide jobs that allow members to pay their bills, maintain their health insurance, finance their retirement, fund their training programs, and sustain their political action efforts.

The success of the IATSE over the last five years and the success of the PCC and hospitality industry in Philadelphia are related. Convention bookings have risen more than three hundred percent. Economic studies put the impact of the 2014 CSA at close to \$3.0 billion for Philadelphia; \$1.1 billion in 2015 alone.

Local 8 has undergone a fifty-four percent growth in membership over the last five-year period. To keep pace with its expanded jurisdiction, the Local began mining workers from the non-represented stagehands in the regional theaters, rock and roll clubs and hotel A.V. crews. Through the organizing and communication techniques provided by the International, Local 8 successfully organized workers at the, Bristol Riverside Theater, Media Theater, Philadelphia Theater Company, Wilma Theater, Tower Theater, Theater of the Living Arts, Filmore East, The Met and over twenty hotels under PSAV management.

With tremendous assistance from the International's training curriculums, Local 8 has developed a sophisticated ongoing training program to train the Philadelphia workforce. In 2018 alone, Local 8 in coordination with the IATSE-TTF scheduled forty-five courses for 1013 attendees providing 258 industry recognized certificates.

The Local competed above its weight class using community activism and social media to increase the IATSE profile. The IATSE Four Pillars—Leadership, Skills and Safety, Activism and Communication—were used extensively throughout Local 8's strategic plan.

Vice President Barnes expressed his appreciation to President Loeb and the International, stating that President Loeb's vision to make training, political action, activism, communication and organizing Union priorities directly led to Local 8's Growth and Strength.

President Loeb observed that Local 8 is an excellent example of external and internal organizing success, forever changing the face of the Local. He commended the Local for taking advantage of all the training offered by the International, thereby not only helping individual members but also raising the Local's reputation and profile as a leader in a dynamic, skilled, educated, active, and involved membership.

LOCAL NO. 193, PEORIA, IL

Re: Bloomington Center

At the request of Local 193 Business Manager Kevin Paxton, President Loeb assigned Vice President Craig Carlson to assist the Local in its negotiations at Bloomington Center for the Performing Arts (BCPA), which was organized in 2014 with help from the International.

After meeting with the employer and presenting proposals, the collective bargaining parties reached agreement on a successor contract that includes wage increases, improved working conditions and additional holiday. Local 193 ratified the agreement.

Vice President Carlson expressed his appreciation to President Loeb for the opportunity to assist Local 193 and for consistently providing leadership training, annual seminars and regular classes that prepare Representatives and staff for their assignments. On behalf of Local 193, Vice President Carlson extended their heartfelt thanks to President Loeb.

President Loeb thanked Vice President Carlson for his diligence. He commended the Local for a solid, successor collective bargaining agreement at the BCPA.

LOCAL NO. 217, ROCKFORD, IL

Re: SMG BMO Arena and Coronado Theatre

At the request of Local 217 for assistance with its negotiations for the BMO Harris Arena and the Coronado Theatre in Rockford Illinois, President Loeb assigned Vice President Craig Carlson. SMG operates both venues on behalf of the Rockford Metropolitan Exposition Auditorium and Office Building Authority.

After several internal discussions, the Local formulated a prioritized list of proposals for the BMO-Coronado negotiation with SMG.

After negotiations, the parties reached a three-year agreement including wage increases, improvements

in working conditions and jurisdiction. The Local 217 membership ratified the agreements. They send their gratitude to President Loeb for his support in making certain they achieved good contracts for these important venues.

President Loeb commended the Local and Vice President Carlson for their preparation and effort which culminated in solid collective bargaining agreements providing middle-class wages for the workers.

LOCAL NO. 514, MONTREAL, QC

Re: Montreal Film Organizing

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Jason Vergnano and Jeremy Salter, Local 514 Business Agent Christian Bergeron and Local 667 Business Agents David Rumley and Christian Lemay reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open period and IATSE's bargaining rights in Quebec.

It was explained that Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

Sector 1: For all Non American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

Sector 2: For all US productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

Sector 3: For all American independent productions with budgets of less than \$35M; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production and productions by Lions Gate Entertainment and Walden Media: AQTIS

Sector 4: For all American independent productions with budgets of more than \$35 million; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period every five years during which any affected party can seek to raid the bargaining rights of another union or to ask the Quebec Labour Board to amend the four designated bargaining sectors.

After extensive consultation with Locals 514 and 667, the Locals filed applications with the Quebec Labour Board seeking to be recognized as the sole bargaining agents for all Sector 3 workers currently represented by AQTIS. The Director's Guild of Canada also filed applications seeking recognition as the sole bargaining agent for a variety of Sector 1 and 2 positions currently held by AQTIS. In response, AQTIS filed applications seeking to raid IATSE in Sectors 2 and 4 as well as the DGC positions across all four Sectors plus the advertising film sector. AQTIS has also sought to have the Quebec Labour Board modify the budget parameters separating Sectors 3 and 4.

IATSE's applications have been supported by an extensive Facebook and social media campaign called "La Piece Manquante" ("The Missing Piece"). This campaign was launched at a very successful social event attended by over 130 people and included Quebec Federation of Labour President Daniel Boyer and Vice President Lewis as speakers. The IATSE campaign continues to enjoy significant support from affected workers.

The parties now await direction from the Quebec Labour Board on how these various applications will be processed and whether and how representation votes will take place to determine which union will end up representing workers in the various sectors.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for the continued efforts to protect the IATSE's bargaining rights in Quebec. He confirmed that the IATSE will continue to commit time and resources to protect IATSE's jurisdiction and bargaining rights in the motion picture industry in Quebec and defeat the AQTIS applications.

LOCAL 835, ORLANDO, FL

Re: General Service Contractors Agreement

International Vice President and Director of Tradeshow and Display Department Joanne M. Sanders, Local 835 Secretary-Treasurer Charles Bruno, Local 835 Business Agent Mark Hardter and Local 835 President Herman Dagner reported on recent Florida General Services Contract negotiations.

Vice President Sanders and the Tradeshow Department began assisting the Florida Locals in negotiations for their General Services Contract beginning in the fall of 2018. As was earlier reported to the Board, the largest employers in the exposition services industry in this area are signatory companies Brede/Allied, Freeman, GES, and Shepard. However, many other employers also customarily adhere to this

agreement. The contract expired on October 1, 2018 and negotiations commenced thereafter. The expiring contract was extended through December 31, 2018 and again through February 28, 2019.

Worker retention has been a difficulty in the Orlando area. To address this and other market forces, the Locals proposed sizable wage increases, which would be phased in during the contract term (thus keeping industry employers competitive with other regional corporations phasing in a \$15.00 per hour minimum wage by 2021). The companies accepted the Locals' proposals to increase wages by \$1.50 per hour in the first year of the new contract. Additionally, to address the increased cost of living in the Orlando area, the new contract will result in sizable wage increases. Wage increases were retroactive. Local 835, the largest participating Local in Florida overwhelmingly ratified the proposed contract at its meeting on February 20, 2019. Similar meetings were scheduled by the other Locals and the contract was ratified.

Once the General Services Contract was completed, negotiations began for the Florida Freight Contract, starting with Freeman, GES, and Brede/Allied. Many similar market issues affect the freight and warehouse sectors of the exposition industry. Therefore, the employers agreed it would be in the best interests of the industry to adopt the economic package set forth in the new General Service Contract. Further Freight Contract negotiations significantly clarified certain contract language. Ratification meetings were held in May 2019 and the Freight Contract was overwhelmingly accepted. Thereafter, the Tradeshow Department assisted the Locals in completing the freight contract that covers other signatory employers, and which often serves as a model when new employers enter the area market. Those efforts have now yielded a uniform agreement for the coming several years. Finally, it was noted that Florida negotiations for the Exhibitor Appointed Contractors will soon commence in advance of that contract's August 31, 2019.

President Loeb thanked those reporting for their efforts and participation in these negotiations and remarked upon the significant gains in these contracts, which will provide stability in this area over the coming years.

RETIREMENT OF INTERNATIONAL REPRESENTATIVE SCOTT D. HARBINSON

In the presence of his wife Beth and daughter Sara, as well as his International and local union colleagues, International Representative Scott D. Harbinson

succinctly and sincerely tendered his resignation to the Board, effective January 1, 2020.

In a heartfelt response, President Loeb recounted Representative Harbinson's assiduous work for the International over the past thirty years. President Loeb recalled that in the late 1980s/early 1990s, motion picture production in the southeastern United States was non-union. He said that at the time, the industry was akin to the wild-wild West with employers pitting local unions and workers against each other which often resulted in a race-to-the-bottom regarding wages and working conditions. President Loeb recollected that this was the environment when he, along with Representative Harbinson and Local 600 Eastern Regional Director Jim Hovey began to strategize and organize television and motion picture production. President Loeb recalled working long days for years on end to lock up television and motion picture production work and make it union. He noted that

Representative Harbinson committed himself to this effort with hard work and sophistication. He expressed heartfelt thanks to Representative Harbinson for all of Scott's efforts, specifically observing that "organizing in the southeast would not have happened without Scott." President Loeb extended to Representative Harbinson the appreciation of the Alliance, saying that "Scott was a big part of establishing the foundation for locking up motion picture and television work and making it union." He commended Representative Harbinson for a "great job and well-earned retirement." Those in attendance saluted Representative Harbinson with a sustained standing ovation.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 10:30 a.m. on Friday, July 26, 2019.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

**LE WESTIN HOTEL
MONTRÉAL, QC
JULY 22, 2019**

Since the last meeting of the Defense Fund Committee in Austin, TX on February 4, 2019 the following local unions requested and received approval to seek assistance from the Defense Fund, and the following disbursements have been made pursuant to Article Fourteen, Section 8 of the International Constitution. In accordance with the above-stated provisions of the International Constitution, invoices have been paid for the express purposes reflected below:

Local No. 2, Chicago, IL, (Milwaukee L18)
Article Fourteen, Section 8(d) -
Organizing\$ 10,058.23

Local No. 12, Columbus, OH, Article Fourteen,
Section 8(d) - Legal 13,238.85

Local No. 15, Seattle, WA, Article Fourteen,
Section 8(d) - Legal 14,010.88

Local No. 22, Washington, DC, Article Fourteen,
Section 8(d) - Legal 108,406.25

Local No. 38, Detroit, MI, Article Fourteen,
Section 8(d) - Legal 2,937.29

Local No. 51, Houston, TX, Article Fourteen,
Section 8(d) - Legal 4,463.29

Local No. 58, Toronto, ON, Article Fourteen,
Section 8(d) - Legal 26,410.38

Local No. 69, Memphis, TN, Article Fourteen,
Section 8(d) - Legal 3,477.50

Local No. 118, Vancouver, BC, Article Fourteen,
Section 8(d) - Legal 27,533.31

Local No. 122, San Diego, CA, Article Fourteen,
Section 8(d) - Legal 2,175.00

Local No. 158, Fresno, CA, Article Fourteen,
Section 8(d) - Legal 30,783.45

Local No. 168, Vancouver Island, BC, Article
Fourteen, Section 8(d) - Legal 12,302.33

Local No. 262, Montreal, QC, Article Fourteen,
Section 8(d) - Legal 34,300.11

Local No. 311, Middletown, NY, Article Fourteen,
Section 8(d) - Legal 12,226.00

Local No. 363, Lake Tahoe, NV, Harrah's Reno -
Legal 9,205.56

Local No. 417, Raleigh, NC, Article Fourteen,
Section 8(d) - Organizing 500.00

Local No. 480, Santa Fe, NM, Article Fourteen,
Section 8(c) - Legal 18,894.50

Local No. 491, Savannah, GA, Article Fourteen,
Section 8(c) - Legal 4,462.50

Local No. 504, Orange County, CA, Article Fourteen,
Section 8(d) - Legal 14,159.97

Local No. 540, Baton Rouge, LA, Article Fourteen,
Section 8(d) - Legal 5,030.52

Local No. 611, Santa Cruz, CA, Article Fourteen,
Section 8(d) - Legal 5,018.65

Local No. 634, Sudbury, ON, Article Fourteen,
Section 8(d) - Legal 7,367.78

Local No. 675, Eugene, OR, Article Fourteen,
Section 8(d) - Legal 11,762.27

Local No. 757, Detroit, MI, Article Fourteen,
Section 8(d) - Legal 4,446.70

SUBTOTAL: \$ 383,171.32

INTERNATIONAL

IATSE - Article Fourteen, Section 8(c) and (d) -
Legal - Life Briefly, NASCO & Project X/Transfer of
Jurisdiction, Netflix File, Strategic Communications,
The Coalition Huntsville 34,259.70

IATSE - Article Fourteen, Section 8(d) - Legal -
AQTIS 7,095.34

IATSE - Article Fourteen, Section 8(c) -
Legal/Collective Bargaining -
Basic Agreement 6,212.50

IATSE - Article Fourteen, Section 8(c) -
Legal - Misc 18,293.83

SUBTOTAL: \$ 65,861.37

LOBBYING AND CONSULTING

Article Fourteen, Section 8(c) -
Thorsen French Advocacy60,000.00

SUBTOTAL:\$ 60,000.00

EDUCATION

Article Fourteen, Section 8(f) - LEAP
Reimbursements to Locals/Officers13,235.38

Article Fourteen, Section 8(f) -
Misc. Training/Instructors244,755.48

SUBTOTAL:\$ 257,990.86

GRAND TOTAL:\$ 767,023.55

