

69TH QUADRENNIAL CONVENTION

**TOGETHER
WE RISE**

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

VIRTUALLY HELD JULY 27-29, 2021

RESOLUTIONS

BOOK 2

RESOLUTION NO. 8

WHEREAS, the IATSE acknowledges its history of participation in systemic racism and discrimination, and the harm this has caused Black, Indigenous, People of Color (BIPOC), LGBTQIA+, women and other marginalized groups in our industry; and

WHEREAS, systemic racism and discrimination, in the form of workplace harassment, whether intentional or accidental, is known to cause physical and mental distress, loss of productivity, and high turnover, as well as compromising safe work practices, not only for the victims of such harassment, but for bystanders, witnesses and the very companies for whom they work; and

WHEREAS, workplace abuse, including bullying, sexual harassment, and micro-aggressions, has been shown to increase the frequency of musculoskeletal injuries, depression, and sleep disturbances; and

WHEREAS, safety and diversity are both of the utmost importance to the IATSE; and

WHEREAS, a civil workplace, free from harassment, bullying, and micro-aggressions, is a safer, healthier workplace more conducive to the diversity IATSE strives to represent; and

WHEREAS, anti-racism training, in the form of workplace civility training, implicit bias recognition training, bystander intervention training, and de-escalation training are available from a number of sources, frequently at a cost that many locals find prohibitive;

THEREFORE BE IT RESOLVED, that the IATSE recognizes anti-racism training, in the form of workplace civility training, implicit bias recognition training, bystander intervention training, and de-escalation training may rightfully be considered safety training;

BE IT FURTHER RESOLVED, that the IATSE will encourage all Local Unions to pursue anti-racism training, including workplace civility training, implicit bias recognition training, bystander intervention training, and de-escalation training, either on their own or through their signatory employers;

BE IT FURTHER RESOLVED, that Locals who organize and present sanctioned anti-racism training, including workplace civility training, implicit bias recognition training, bystander intervention training, and de-escalation training, may be eligible for reimbursement.

Endorsed by District 1

RESOLUTION NO. 9

WHEREAS, the Labor Movement grew out of workplace conditions designed during and after the Industrial revolution, for work settings which were almost exclusively male and, to date, the design often remains relatively unchanged; and

WHEREAS, Unions emerged to represent those workers with a community of interest often referred to as a “brotherhood”; and

WHEREAS, Unions throughout the movement adopted the formal closing for correspondence and other uses derived from the Latin word “frater” meaning brother, resulting in the terms “Fraternally” or “Fraternally yours”; and

WHEREAS, the membership of most Unions today reflects a far more diverse representation of the population beyond “brotherhood”; and

WHEREAS, the membership of most Unions today reflects a far more diverse representation of the population beyond “brotherhood”, more inclusive terms “In Unity” or “In Solidarity,” better expresses the community of interest currently existing in our Unions;

THEREFORE BE IT RESOLVED, that all International Officers, Staff, and Locals of the IATSE, in recognizing and honoring all members with a community of interest, refrain from the use of “Fraternally” and replace it with the terms “In Unity,” or “In Solidarity” as reflected throughout today’s more inclusive Labor Movement.

**Endorsed by Districts
1, 3, 5, 7, 8, 9, 10, 11, 12 and 14**

RESOLUTION NO. 10

WHEREAS, the wage and wealth gap between the rich and poor has reached a 50-year high, and research shows the assault on union density is a direct cause of the rise in economic inequality; and

WHEREAS, the rise in economic inequality and poverty has far-ranging repercussions on issues, including affordable housing, public safety, public health, environmental protection, quality education, infrastructure and more; and

WHEREAS, it is in our society’s best interest to alleviate poverty by providing good, safe and secure

employment to all, and to hold corporations and employers accountable for their actions and conduct; and

WHEREAS, by joining together in a union, working people secure a voice on the job, the power to act collectively, the power to negotiate a fair return on our work, the ability to hold employers accountable, and the power to address discrimination and harassment; and

WHEREAS, corporate interests have surgically weakened our labor laws to tilt the balance of power to favor corporations over working families, leaving our labor laws woefully outdated and weak; and

WHEREAS, outdated labor laws have been exploited by employers to coerce, intimidate and punish workers for exercising our democratic rights, to break the law with impunity, to avoid accountability, and to erode the democratic rights of workers; and

WHEREAS, our labor laws no longer serve as an effective means for protecting and empowering working people, and the unbridled power of corporations has prevented more working people from joining together in unions;

THEREFORE BE IT RESOLVED, that the Locals of the IATSE and the 69th Quadrennial Convention will advocate for and support federal legislation to protect the right to organize, expand collective bargaining rights, and balance the power between corporations and working people; and

BE IT FURTHER RESOLVED, that the Locals of the IATSE and the 69th Quadrennial Convention support the Protecting the Right to Organize (PRO) Act (H.R. 842) and other federal legislation to protect employee collective bargaining.

**Endorsed by Districts
2, 3, 4, 7, 8, 10 and 14**

RESOLUTION NO. 11

WHEREAS, our union includes a diverse membership with a variety of family care and personal medical needs; and

WHEREAS, IATSE members may not qualify for locally, federally or state-provided family, medical and sick leave programs, due to the seasonal or intermittent nature of our work performed for multiple employers; and

WHEREAS, there is an industry precedent for Employer-provided paid family, medical and sick leave in individually negotiated collective bargaining agreements; and

WHEREAS, several of our signatory employers offer job-protected, paid family, medical and sick leave to their corporate employees; and

WHEREAS, paid family, medical and sick leave benefit both the Employers and employees in ways such as improved productivity and diversity, equity, inclusion in the workplace; and

WHEREAS, there is broad public support in favor of paid family, medical and sick leave for workers;

THEREFORE BE IT RESOLVED, that the IATSE will continue to advocate for local, state and federal efforts to improve the lives of working families through the passage of family friendly legislation and policies such as paid family, medical and sick leave as well as seeking such benefits in its collective bargaining agreements.

**Endorsed by Districts
3, 4, 7, 8, 10 and 14**

RESOLUTION NO. 12

WHEREAS, the thirteen Hollywood Locals are currently in negotiations for successor Basic and Videotape Supplemental Agreements; and

WHEREAS, the results of these negotiations will have a direct impact on other IATSE and Local Union negotiations throughout the country that will follow; and

WHEREAS, we have made it clear to the employers that we will not leave the bargaining table without meaningful improvements in benefits, wages, health and safety and other working conditions; and

WHEREAS, the Employers have thus far refused to address our concerns and continue to ignore or reject our proposals; and

WHEREAS, the last year has shown us how strong, patient and resilient we are.

THEREFORE BE IT RESOLVED, that the Delegates of the 69th Quadrennial Convention express their unwavering support for our negotiating team led

by President Loeb, and for our priorities that focus on living and fair wages, sustainable benefits and a safe and healthy workplace.

**Endorsed by Districts
2, 3, 4, 7, 8, 10 and 14**

RESOLUTION NO. 13

WHEREAS, employers determine their own hiring practices; and

WHEREAS, their past and present practices exhibit indifference to the needs of aspiring and working members; and

WHEREAS, the employers have repeatedly shown their devotion to statistics instead of humans;

THEREFORE BE IT RESOLVED, that the IATSE will continue to advocate impartially for diversity, equity and inclusion for all of its members, regardless of sex, race, gender, religion or any other factor used for discrimination past or present.

Endorsed by Districts 2, 8, 10 and 14

RESOLUTION NO. 14

WHEREAS, voting is a bedrock principal of democracy; and

WHEREAS, the right to vote must remain non-partisan; and

WHEREAS, many state legislatures are placing undue restrictions on access to the ballot box; and

WHEREAS, every American deserves free and fair access to the ballot box; and

WHEREAS, every American deserves to have their vote counted; and

WHEREAS, the IATSE and its members work and reside in every one of the fifty states of the U.S. and its territories;

THEREFORE BE IT RESOLVED, that the IATSE and its members shall support elected officials who work toward removing barriers to voting and seek fair elections with access to the ballot box for all Americans.

THEREFORE BE IT FURTHER RESOLVED, that the IATSE and all Locals therein, work to support organizations which provide assistance to people who are negatively affected by these laws to overcome voting barriers.

Endorsed by District 2

RESOLUTION NO. 15

WHEREAS, our union protects the livelihood of our members by providing health insurance coverage as a benefit in our collective agreements; and

WHEREAS, Trans members of our union are vocal about the hardships they face accessing necessary gender-affirming operations and procedures that protect their livelihoods; and

WHEREAS, Trans members of our union spend countless hours debating with insurance companies who demand exorbitant out of pocket expenses for gender-affirming medications, surgeries, and procedures; and

WHEREAS, gender-affirming medical treatments, procedures, and surgeries must be deemed essential to IATSE standards for progressive and corrective equity and inclusion; and

WHEREAS, Trans members are targets of harassment and death threats for their mere existence, and are in fear for their lives due to hate groups, the media, legislation, and general stigmatization; and

WHEREAS, our union is only as strong as the protections we offer to our most vulnerable members—among whom are Queer and Trans people; and

WHEREAS, it is in the best interests of the union to proactively and progressively correct the historical and institutional failures of the past in terms of equity and inclusion for Queer and Trans people, which promotes the mission of the union now and in the future as stated in the IA Equality Statement:

We believe that equality for all is a basic human right and we actively oppose all forms of unlawful and unfair discrimination. IATSE leaders and members must be vigilant in working, both with each other and with our employers, to promote an equal and welcoming environment for all people, through our actions, attitudes, and language. The IATSE celebrates the diversity of society and is striving to promote and reflect that diversity within this organization; and

WHEREAS, equity cannot be left to chance, and leadership must take decisive and deliberate action; and

WHEREAS, our members understand the importance of gender-affirming medical treatments, procedures, and surgeries that help ensure the safety and livelihood our members;

THEREFORE BE IT RESOLVED, that the Locals of the IATSE commit to review health plans for their members and work to include robust coverage for gender-affirming medications, surgeries, and procedures for Queer and Trans members are provided, and means of access and information are made readily and easily accessible.

Endorsed by District 2

RESOLUTION NO. 16

WHEREAS, Labor Day is a recognized holiday in the United States, its territories, and Canada as the first Monday in September; and

WHEREAS, many people do not truly know or understand the meaning and importance of Labor Day; and

WHEREAS, the IATSE represents members across the United States, its territories, and Canada; and

WHEREAS, one of the main components of the labor movement is the fact that there is strength in numbers; and

WHEREAS, one way to visibly demonstrate the number of Union members is to simultaneously wear something similar within a group; and

WHEREAS, something that all Union members have in common is their union logo or bug; and

WHEREAS, a single act of IATSE solidarity will spotlight to a larger audience and to other unions and guilds the strength of unions in both the United States and Canada.

THEREFORE BE IT RESOLVED, that the IATSE promotes a “Wear Your Union Logo Day” annually on the Friday preceding Labor Day to promote a strong and proud Union workforce in the United States, its territories, and Canada.

Endorsed by District 2

RESOLUTION NO. 17

WHEREAS, our union protects the livelihood of our members by providing health insurance coverage as a benefit in our collective agreements; and

WHEREAS, members of our union are vocal about the hardships they face for life-preserving medications; and

WHEREAS, our members and dependents of members may forgo potentially life-preserving and illness-preventing medications due to exorbitant out-of-pocket costs; and

WHEREAS, a dependent’s primary and/or secondary insurance status should not be an impediment to access for these potentially life-preserving and illness-preventing medications; and

WHEREAS, members and/or their dependents living with and/or preventing the spread of HIV/AIDS are targets of harassment, discrimination, stigmatization, and abuse due to their (perceived) HIV status; and

WHEREAS, members are in fear for their lives and livelihoods due to hate groups, the media, legislation, general stigmatization, and decades of misinformation and ignorance around HIV and AIDS; and

WHEREAS, it is in the best interests of the union to make widely available, without unnecessary or redundant barriers, processes, or procedures, access to potentially life-preserving and illness-preventing HIV medications; and

WHEREAS, members and their dependents should not need to go outside our insurance or go through other organizations and programs for necessary medical procedures;

THEREFORE BE IT RESOLVED, that the Locals of the IATSE commit to review their health plans to ensure that PEP and PrEP are offered and covered to both primary and secondary insurance holders, equally and as the standard.

Endorsed by District 2

RESOLUTION NO. 18

WHEREAS, People of Color (POC) have been historically discriminated against and marginalized in the entertainment industry; and

WHEREAS, POC are frequently barred from entering the entertainment industry due to biased hiring practices; and

WHEREAS, POC who do gain entry into the entertainment industry face greater difficulty attaining upwards mobility in studios due to systemic prejudice; and

WHEREAS, POC face greater difficulties entering the entertainment industry due to systemic racism in education, the justice system, financial institutions, and society at large; and

WHEREAS, POC women and LGBTQIA+ face the aforementioned issues to a greater degree; and

WHEREAS, IATSE's equity statement states, "The IATSE is committed to equality of opportunity and to eliminating all forms of discrimination"; and

WHEREAS, the leadership and membership of IATSE does not reflect the diversity of our society;

THEREFORE BE IT RESOLVED, that all Locals explore the creation of an annual report in the month of January consisting of voluntary demographic information pertaining but not limited to age, race, ethnicity and gender in their membership and send it to the IATSE Diversity Committee to publish through official IATSE communications; and

BE IT FURTHER RESOLVED, Locals remind members that the IATSE Safety Hotline coverage includes workplace harassment, including but not limited to racism, sexism, homophobia, etc.;

BE IT FURTHER RESOLVED, that all Locals explore anti-bias and anti-racist training for their membership;

BE IT FURTHER RESOLVED, that all Locals explore outreach opportunities to POC communities and organizations;

BE IT FURTHER RESOLVED, that all Locals explore the development of mentorship programs that uplift and support marginalized members with the aim of increasing diversity in leadership roles;

BE IT FURTHER RESOLVED, that all Locals explore supporting organizations that encourage POC and LGBTQIA+ inclusion in entertainment careers.

Endorsed by District 2

RESOLUTION NO. 19

WHEREAS, UCLA's Williams Institute estimates there are over 1.4 million transgender people in the United States; and

WHEREAS, according to a recent Gallup poll, only 31% of Americans say they personally know someone who is transgender; and

WHEREAS, transgender people are disproportionately affected by poverty, discrimination, violence, and healthcare issues; and

WHEREAS, the IATSE champions the diversity of its membership;

WHEREAS, continued education and awareness remains vital to our Membership on issues related to our trans and non-binary kin; and

WHEREAS, the New York Times identified 2021 as the worst year on record for anti-trans legislation; and

WHEREAS, training makes us stronger and more inclusive as a Union while setting a positive example for the Union as a whole; and

WHEREAS, more education equals a better work environment for all; and

WHEREAS, communication is one of the Four Pillars of the IATSE;

THEREFORE BE IT RESOLVED, that it is recommended that all IATSE General Executive Board and Officers, and Delegates convened at the International Convention attend trans inclusivity training so that they may become more sensitive and aware of our Union kin who are exploring their gender identity, or who are transgender, non-binary, or gender nonconforming.

THEREFORE BE IT FURTHER RESOLVED, that the IATSE and Locals encourage their members and other workers to attend these trainings and work in partnership with employers to support and provide these trainings.

Endorsed By District 2

RESOLUTION NO. 20

WHEREAS, COVID-19 presented to our members a threat to our physical, financial and mental health; and

WHEREAS, contributions from our employers to our health plans were stopped or severely reduced and the worldwide challenges strained the ability of the United States government to provide health care and needed PPE to our members and their families; and

WHEREAS, the IATSE through the IATSE National Benefit Funds maintained health care coverage for tens of thousands of our members and their families at a cost of \$75.4 million (Plan C), \$10.2 million (Plan A); and

WHEREAS, the IATSE lobbied the United States Government to subsidize a person's COBRA costs, required the Occupational Safety and Health Administration to issue an Emergency Temporary Standard of protection, constructed hundreds of thousands of pieces of PPE gear (masks) for front line and other workers, built field hospitals, vaccine sites and testing sites to fight the COVID-19 battle; and

WHEREAS, the General Executive Board waived over \$13 million in per capita cost to our members and approved a \$1.0 million contribution to the Actor's Fund, a \$500,000 contribution to the Actors Fund of Canada and another \$1.0 million contribution to the Motion Picture & Television Fund to be distributed to IATSE members; and

WHEREAS, the IATSE lobbied the United States Government to appropriate emergency supplemental funding to stabilize our industry and required our Employers to adhere to minimum employment requirements, layoff prohibitions, outsource/offshore prohibitions, non-abrogation of collective bargaining agreements and union neutrality; and

WHEREAS, the IATSE International helped arrange work opportunities between the Studio Mechanic Locals and those Locals out of work due to the pandemic, created IATSE CARES, adopted the use of new technologies like Zoom to communicate and remain in contact with our members, coordinated IATSE volunteers that provided support to people in the union and throughout the community; and

WHEREAS, the IATSE through the Actors Fund and Behind the Scenes provided suicide prevention and metal help assistance;

THEREFORE BE IT RESOLVED, that the Delegates to the 69th Quadrennial Convention extend a heartfelt thank you to President Loeb, General Secretary-Treasurer Wood, the General Executive Board, the Locals and the members of the IATSE for providing the health, safety, financial and mental

help needs to battle the unprecedented COVID-19 pandemic.

**Endorsed by Districts
2, 3, 4, 7, 8, 10, 11 and 12**

RESOLUTION NO. 21

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

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

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

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

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

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

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

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

WHEREAS, Paid Family Medical Leave benefits both employers and employees by supporting gender

equity, leading to: improved employee retention; less caregiver discrimination; greater productivity in the workplace; and fewer instances of absenteeism; and

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

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

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

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

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

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

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

BE IT FURTHER RESOLVED, that the Locals of IATSE District 2 and the IATSE International Convention commit to researching the inclusion of job-

protected, paid family and medical leave in partnership with our employers; and

BE IT FURTHER RESOLVED, that the IATSE will continue to advocate for local, state and federal efforts to improve the lives of working families through the passage of family friendly legislation and policies such as paid family, medical and sick leave.

Endorsed by District 2

RESOLUTION NO. 22

WHEREAS, the IATSE has acknowledged the safety and well-being of its members to be of the greatest concern; and

WHEREAS, the Delegates have affirmed their concern about the issue of excessive hours, sleep deprivation and fatigue through numerous previous District and International Convention resolutions, including at the 68th Quadrennial Convention in Hollywood FL; and

WHEREAS, our members' health and safety remain beyond compromise; and

WHEREAS, the delegates wish to support the ongoing efforts of the IATSE, its Local Unions and its members ensure the health and safety of all workers who face challenging working conditions;

THEREFORE BE IT RESOLVED, that the Delegates to the IATSE 69th Quadrennial Convention, while recognizing and commending the steps taken by the IATSE to ensure the safety of our members since its last convention, urge that action be taken to implement meaningful provisions within the workplace and in training efforts to address the continuing issue that long hours of work cause dangerous conditions resulting in injury, illness and death in all segments of our industry, and to promote the education and awareness of this hazard so it can be corrected by a collaboration of Labor, employers and lawmakers.

Endorsed by Districts 2, 3, 4, 7, 8, 10 and 14

