

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 'I' in the quadrants.

VIRTUALLY HELD JULY 27-29, 2021

REPORT OF THE
**GENERAL EXECUTIVE
BOARD MEETINGS**

BOOK 2

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD AT THE RENAISSANCE
DALLAS HOTEL DALLAS, TEXAS
JANUARY 27 – 31, 2020

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 27, 2020 in the Landmark Ballroom of the Renaissance Dallas Hotel, Dallas, 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 Tradeshow and Display

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 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; Political/Legislative Director Tyler McIntosh; Assistant Political/Legislative Director Claire Pozek; International Representatives Ben Adams, Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Justin Conway, Dan'l Cook, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, John Gorey, Benjamin Hague, Krista Hurdon, Kent Jorgensen, Mark Kiracofe, Daniel Little, Tanya Mahn, Peter Marley, Rachel McLendon, Julia Neville, Jeremy Salter, Stasia Savage, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Special Representative John Gates, and Communications Coordinator Steve Chaussee; Staff members Leslie DePree, MaryAnn Kelly, Asha Nandlal, Jimmy Rainey, Nate Richmond, Vanessa Stacey, Alex 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; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 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; 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; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis-Kokomo-Richmond-Earham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 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; 74, Southern Connecticut; 80, Hollywood, CA; 110, Chicago, IL; 112, Oklahoma City, OK/ Wichita Falls, TX; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 205, Austin, TX; 209, State of Ohio; 212, Calgary, AB; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 347, Columbia, SC; 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; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 514, Province of Quebec; 540, Baton Rouge, LA; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 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; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 803, Dallas-Fort Worth, TX; 822, Toronto, ON; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 906, Charlottetown, PE; 924, Stratford, ON; USA829, United States; ATPAM, New York, NY; B27, Cleveland, OH; and B906, Charlottetown, PE.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 127, 484, 600, 700, 796, 800, 803, and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Dallas, Texas. On behalf of the Host Locals, Local 127 Business Agent Gregg Pearlman thanked the General Executive Board for the opportunity to host this meeting.

The Official Family was also welcomed by Lorraine Birabil, lifelong Democrat running for State Representative, during the Host Locals' Breakfast Monday morning. Lorraine served in various capacities at federal, state, and local levels of government. She has

also worked with several labor unions to shape legislation and policy for the benefit of working people. She wished those present a successful week and welcomed attendees to the great city of Dallas.

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:

Justin Conway,
International Representative

Justin has been a union representative and organizer for over twenty years, having served since 2005 at IATSE Local 600. Prior to his time at Local 600, Justin worked with the U.S.W., A.F.S.C.M.E., The International Brotherhood of Teamsters, and the AFL-CIO's Organizing Institute, where he helped to train other organizers. He has a Computer Science degree with an emphasis in the arts, has completed various certifications in Labor Studies from the University of Illinois at Chicago, and is a graduate of the I.A. Officer Institute. Justin's primary area of responsibility during his time at Local 600 was working with members in Motion Picture Production in the Midwest, although during his time with Local 600 he serviced and organized members all across the country. Justin has experience negotiating and organizing with Local 600 represented broadcast news affiliates in Detroit, Cleveland, Portland, and Seattle. Justin is an avid back country hiker and camper and serves as President of his local Parks Board and is a member of the National Eagle Scout Association.

Tanya Mahn,
International Representative

Tanya comes to IATSE with twenty-five years of experience in the labor movement both in California and nationally. She originally became involved as a volunteer Organizing Committee member on her own organizing drive with the UAW for academic student employees throughout the University of California system. After graduating from UCLA, she continued on that campaign becoming the Northern California Coordinator responsible for organizing and bargaining during the first contract fight.

After a historic first contract at UC led to calls from academic student employees across the country who were

interested in organizing their own unions, she worked for ten years helping people gain power to improve their workplaces from California to New York as an organizer and negotiator with the UAW. In addition to working with university workers, she also spent several years organizing in many other industries, including being the lead organizer on the successful campaign for 40,000 home-based child care providers in Michigan.

She then returned to California, and for seven years served as a UAW field rep for her home local and several of the new locals that had recently organized, including being chief negotiator for statewide negotiations with UC's Office of the President and CSU's Chancellor Office.

Most recently, Tanya was the Senior Rep/Organizer for IFPTE Local 21 in the Bay Area for four years and was the Organizing Director of AFSCME Council 57.

*Tyler McIntosh,
Political/Legislative Director*

Tyler joined the IA family in September as the new Political/Legislative Director. He is a passionate advocate for advancing workers' rights and fundamental Democratic ideals, utilizing professional experience in legislative advocacy, political fundraising, and grassroots activism to achieve positive outcomes for IATSE members and families. Tyler joined the IATSE after three years managing federal legislation at a trade association. Prior to that he spent multiple election cycles as a campaign finance consultant for Democratic organizations and candidates at various levels of government. His resume also includes stints at two nonprofit organizations where he worked on federal workforce issues and youth engagement in elections. Tyler got his start in politics as an intern for his then hometown Congressman, Rep. Frank Kratovil (MD-01) and is a proud graduate of Bucknell University in Lewisburg, PA.

*Claire Pozek, Assistant Political/
Legislative Director*

Claire joined the IA family in September as the new Assistant Political/Legislative Director. She has a background working as part of small, dynamic teams. She is thrilled to continue her experience in Democratic politics supporting IATSE working families. Prior to joining the IA she served as Public Policy Manager at a trade association where she gained key skills in PAC management. She also has vast experience in business development and grassroots nonprofit fundraising. A 2014 graduate of the College of Charleston, Claire received a BA degree in Political Science.

*Steven Chaussee,
Communications Coordinator*

A native Minnesotan, Steven learned about the importance of unions at an early age from his firebrand grandfather. Later in life, he discovered his passion for the work of the labor movement while composing his senior thesis on income inequality at the University of Minnesota, Morris. He has worked in logistical and communications roles with both the International Association of Sheet Metal, Air, Rail and Transportation Workers, as well as the Service Employees International Union, helping to increase member engagement through strategic messaging. As Communications Coordinator, Steven manages daily news alerts, IATSE Facebook, Twitter, and Instagram pages, as well as assisting the Department Director in ongoing projects. Steven is very much looking forward to contributing to this vibrant and ever-growing union of skilled craftspeople.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Summer Meeting – July 22-26, 2019 – Montréal, Quebec

President Loeb called upon the General Executive Board to approve the Minutes of the regular Mid-Summer meeting of the Board held in Montréal, Quebec, the week of July 22-26, 2019.

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 General Executive Board on various affairs of the International.

IATSE Swag

The IATSE Store that is accessible through the IA website has been in existence for a few years but there have been numerous issues that have occurred with the vendor who operates the site. This resulted in a search for an alternative.

Classic Incentives was engaged to design and operate a new site and this week www.iatsewag.net will be launched and will be accessible either directly or through the IA website. The offerings on the new site will grow over time and will be promoted through the Communications Department. One of the new

features will be the ability for individual members to order the “Union Behind Entertainment”, “Growth = Strength” and the “IA Pride” pins as well as the recently introduced Women’s Committee scarves and socks. Previously there was only the ability for a local union to put in an order and distribute the pins to their membership, but now members can order them as well. Locals will continue to be able to order pins through the General Office.

Information Technology

As previously reported in Montreal, a project was commenced to move the visa immigration program off a dated Access program and make it part of the Finance Department system. This new program is now operational and is allowing for more efficient workflow for staff and superior reporting capabilities. Thanks were expressed to Jimmy Rainey and Davel Hamue for their work on this project.

In accordance with Article Nineteen, Section 29 of the International Constitution and Bylaws, all local unions are required to submit a membership list along with contact information at the commencement of each quarter. The online Quarterly Report submission portal is being modified to allow Locals to submit their membership list through the same secure connection as the Quarterly Report. Local unions will be receiving information on this new feature soon after the conclusion of the General Executive Board meeting.

The Quarterly Report portal has also been modified to automatically forward all submitted quarterly reports directly to the appropriate District Secretary. Previously this was a step that was often overlooked by local unions and resulted in Districts not having the most up-to-date membership numbers. This new automation will sync the Districts with the International.

In today’s world of constant attempts to infiltrate various electronic systems the International has implemented multi-factor authentication for all International email accounts. The implementation has been completed in the General Office and the setup for remaining International staff will be completed this week. This will help prevent unauthorized access to email accounts because a cell phone of the user is needed to verify sign in.

Local Union 2020 Supplies

The process of sending the 2020 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 2019 and had purchased the full number of per capita stamps for 2019.

As of the commencement of this General Executive Board meeting, all but 33 of the 363 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2020 supplies and membership cards.

Local unions that have not received their 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, 2020 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, and 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 2019 was 10,929 which is a historic record. This surpassed the previous record established in 2017 by almost 5% and exceeded the previous five-year average by almost 16%. Thanks were expressed for the hard work of Wesley Vega, Sundy Chan, Melanie Dalchand and Tanya Sweetie.

As of the time of this report the total membership of the Alliance stands at 149,423, but as the remaining outstanding 4th Quarter Reports come in the records will show that as of December 31, 2019 the I.A.T.S.E. membership surpassed 150,000.

President Loeb thanked General Secretary-Treasurer Wood and all International employees who assist in the administrative aspects associated with the continued growth of the IA.

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, 2019 through October 31, 2019 to the General Executive Board. Trustee Oyaas reported that the Trustees met in the General Office in New York from November 19, 2020 through November 21, 2019 and reviewed the books, records, and financial

accounts of the International and found them to be in order.

The Board approved the report of the Trustees and President Loeb thanked the Trustees for their work.

APPEARANCE:

LOCAL NO. 4, BROOKLYN AND QUEENS, NY AND LOCAL NO. 52, STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE./GREATER PA.

Re: Summer of Solidarity Event

Local 4 Executive Board member Jason Caccavo, Local 4 Trustee Mark May, Local 52 Shop Steward Mandie DeMeskey, Local 52 Political Coordinator Scott Templeton, and Local 798 Live Theatrical Trustee Jennifer Bullock appeared before the Board to report upon the successful “Summer of Solidarity” event held at Citi Field, in Queens, New York, home of the New York Mets.

Those reporting noted that during a recent IATSE Local officer training event, officials of New York Locals began discussions focusing upon ways to build solidarity during the summer months for IA members in the New York area. A decision was made to spend an afternoon at the Citi Field ballpark for a New York Mets game together in solidarity with fellow members and simultaneously raise awareness about the importance of the IATSE PAC.

After extensive discussions, the group developed a strategy that could both foster solidarity among IATSE Locals and support the PAC. Members of the Alliance from around the tri-state area came together for the IATSE Summer of Solidarity event at Citi Field on September 15, 2019. Attendees raised more than \$11,000 for the IATSE PAC. Those reporting recognized expert support provided by IATSE’s PAC Services and the efforts of their representatives in executing this event. They further emphasized the importance of the education and networking opportunities that the International has offered, without which this event would not have taken place. Local 4 officials Caccavo and May particularly noted their appreciation for the camaraderie of the other New York Locals in carrying out this event. President Loeb has encouraged it and the Locals have followed through. Those reporting expressed their pride and thanks to the Alliance for support. All hope that this event will pave the way for future solidary events in all jurisdictions of the IATSE.

Due to the exceptional number of tickets purchased for this event, the Mets organization invited President Loeb

to throw a ceremonial first pitch and also aired a version of the IATSE 125th anniversary video at Citi Field. These aspects of the event introduced thousands of Mets fans to the prominence of the Alliance in the entertainment industry. Those reporting especially thanked the IATSE Communications Department for preparing a version of the 125th anniversary video that was shown at Citi Field by the Mets.

Again, those reporting emphasized that Locals around the U.S. interested in organizing a similar summer solidarity event should be in touch with the Locals that reported. There are 29 major league baseball parks across the U.S. and ballgames offer a tremendous opportunity to enjoy the comradery of fellow IA members while supporting the IATSE PAC. Any Local interested in organizing a similar event should be in touch concerning the resources necessary to complete such an event. Those reporting concluded by thanking President Loeb and the General Executive Board for their participation in this successful event. All participants were honored to be part of the Alliance under the leadership of the International Union.

Vice President Ford noted his thanks to those reporting for taking on this effort and emphasized the importance of learning from this process and creating a template for other Locals wishing to build solidarity.

President Loeb noted that the Alliance’s education programs have brought people together in both countries and paved the way for these relationships. The call was made to build solidarity. This is an example of doing the right thing and benefitting the IATSE and its members through the PAC. President Loeb thanked those reporting for this successful event.

APPEARANCE:

LOCAL NO. 51, HOUSTON, TX

Re: Recent Activities and Organizing Efforts

Local 51 Secretary-Treasurer John Lowe reported to the General Executive Board regarding the Local’s recent activities.

Secretary-Treasurer Lowe began by thanking International President Loeb for his support in the wake of Hurricane Harvey which devastated the city of Houston. One of the Local’s members had to be rescued by boat, and lost his job, house, and cars. The financial and moral support that came from the International during that time were absolutely vital and buoyed the member and the Local as they recovered.

Secretary-Treasurer Lowe then thanked International Representative Christopher “Radar” Bateman for his leadership, insight, and strategy on the Local’s organizing efforts in Houston. He also thanked International Representative Don Gandolini for bringing the AV Essentials training to Houston, and helping to strengthen the Local’s relationship with Freeman AV. In addition, the support of the IATSE Training Trust Fund has been incredible.

Lowe concluded his appearance by recognizing the leadership of International President Loeb in creating the IATSE Women’s Committee and IATSE Pride Committee, and fostering a culture of inclusiveness that has helped the Local in its organizing. These initiatives are changing perspectives on who can be organized and what a stagehand is “supposed to look like”.

President Loeb thanked the Local for its report, remarking that he could not be happier about the direction of the Local. He told those gathered that the “leadership of the Local gets it”, and the Local’s organizing efforts have been tremendous. President Loeb remarked that it is great to see the Local moving forward. With respect to the hurricane, he noted that the Walsh/Di Tolla/Spivak Foundation provided several thousand dollars in assistance to members impacted by the storm.

President Loeb encouraged the Local to continue organizing because doing so becomes contagious. The Local can lock down the entertainment work in the city thereby strengthening its agreements and securing living wages for all members. President Loeb charged all local unions to cover under their collective bargaining agreements everyone working in the entertainment industry in their jurisdictions.

**APPEARANCE:
LOCAL NO. 74, SOUTHERN, CT**

Re: Recent Activities and Organizing Efforts

Gardner Friscia, President of Local No. 74 made an appearance before the Board to report on recent contract victories and organizing activities by the Local within its jurisdiction in Southern Connecticut.

Brother Friscia noted that recent contract negotiations were completed for the Palace Theater. The negotiations were difficult until the Local requested assistance and strike authorization, which President Loeb granted. Thanks, in part, to the International’s assistance a contract was attained with significant economic gains for the venue’s stagehands. The report also noted recent, similar contract gains in an agreement covering Stamford Center for the Arts.

The report described the Local’s ongoing organizing effort involving the College Street Music Hall in New Haven. As Brother Friscia reported to the Board, a National Labor Relations Board hearing was presently underway in connection with the stagehands at this facility.

The Local plans to continue working to represent the unorganized in its jurisdiction. It was noted that Local 74 has grown recently and work within the Local’s jurisdiction appears busier in the coming year. The Local has several new venues on the horizon and it anticipates further requests for assistance from the IA. Brother Friscia thanked President Loeb in advance. In concluding his report, Brother Friscia also thanked Local 74 Business Agent James Shea as well as the Local’s other officers and members.

President Loeb noted that the Local has roughly 220 members. The personnel at the venues the Local is organizing would be a sizable increase and would strengthen the Local considerably. President Loeb also noted the importance of have ongoing organizing targets. The Local is taking the steps necessary to secure its jurisdiction and that will help the Local continue to grow. President Loeb and the Board will continue to offer the support the Local needs in order to succeed.

**APPEARANCE:
IATSE Training Trust Fund**

IATSE Training Trust Fund Executive Director Liz Campos, joined by Trustees Patricia White and Murray Campbell, appeared before the General Executive Board to update the Board on the activities of the Trust since the last meeting.

Director Campos began her report by announcing that the Trust has moved into the new space they are renting on the 3rd floor of the IATSE West Coast Office building. She extended a very special thanks to General Secretary-Treasurer Wood, International Vice President Miller, and West Coast Associate Counsel Jacob J. White for their patience and understanding as the Trust went through its ERISA required lease agreement process with a Qualified Professional Asset Manager.

The Trust will soon be entering its 10th year and has updated its look for the occasion. The new updated logo and colors reflect the updated, modern, and vibrant Training Trust Fund of today. As part of that upgrade, a new Fact Sheet has been developed describing all the programs and how to access them. The fact sheet is available to Locals, individuals, and employers and may be downloaded from the Trust’s website. (<https://www.iatsetrainingtrust.org/resources>)

Director Campos then reported on LinkedIn Learning which was previously Lynda.com. Local unions are strongly encouraged to have a sub-administrator/coordinator for their Local who curates content and recommends courses for groups of members. Director Campos attended a training several months ago about the value of leadership being actively involved in assigning courses and learning paths. Seventy-five percent of learners will take a course assigned to them by leadership, and when leadership engages in curating courses, utilization almost doubles. The TTF will hold a webinar on February 11th for Local sub-administrators to learn how to create and assign collections and learning paths for members to ensure robust training programs. Locals without a sub-administrator should contact the Trust at lil@iatsetrainingtrust.org. There are currently over 12,000 LinkedIn Learning subscribers across the IATSE.

Campos reported that the Safety First! program continues to be popular. Sixteen of the courses are online for individuals to take at their own pace and for Locals to teach as group courses. One of the major projects of the Trust for this year is to help more Locals take advantage of the group courses that can be taught as part of, or after, meetings, as brown bag lunches, or as separate training events. The Trust is reaching out to Locals about using these courses. As a reminder, the courses are narrated so the course facilitator does not need to be an expert in the course content. The audio narration can be used for the entire course, not at all, or turned on or off as the facilitator chooses. The courses can also be paused so facilitators can insert their own commentary.

Director Campos reported on a new course in the TTF Safety First series – Hazard Identification in the Work Environment. The course is slightly different from the other courses because it is comprised of a main course about hazard identification and processes to use to determine whether a hazard is present. Once completed that course leads the user to forty different hazard identification mini courses to choose from on topics that may be encountered at work. Topics include Abestos, Lead Paint, Chemical Exposure, Contamination and Mold, Crime and Drugs, Waste, Vermin, Lyme Disease, Flooding, Extreme Heat and Cold, and Hurricanes. In addition to the course, binders that contain all forty of these mini-course fact sheets along with information about Training Trust Fund programs and additional resources are being created. Each Local will be able to order its own binder from the TTF free of charge. The binder materials will also be available electronically.

On a related note, a participant workbook and an instructor guide for the Safety First instructor-led

courses are being developed. These books will be available by the end of the year.

As of January 10, 2020, all AVIXA accounts should have been upgraded to Elite Status accounts, giving people access to even more classes. AVIXA has been developing new lessons available to Elite account holders, and users are encouraged to utilize the new benefits available through their Elite status accounts.

The Trust recently entered into a partnership with Vectorworks whereby IATSE members, and those working under IATSE agreements, are eligible for a 20% discount on Vectorworks' perpetual software when purchasing Vectorworks for the first time if they apply to the Training Trust Fund first for a unique discount code. Local unions are also eligible for a 10% discount on group Vectorworks courses when going through them and using their instructors. The discount applications, along with more information about the partnership, will be available soon on the TTF website and in the newsletter.

Director Campos next reported on the growth of the Trust. In 2019, over 100,500 courses were taken for a cumulative total of 96,000 hours of training. These numbers include OSHA courses, AV courses, Train the Trainer sessions, and the Borrow Our OSHA Trainer courses taught by Bill McCord at Locals throughout the country. These figures also include the over 451 courses funded through the Course Reimbursement Program. Online courses taken through TTF Safety First! LinkedIn Learning and the Safety Pass courses also account for much of the growth. Since the inception of the Trust, it has provided over 104,661 lessons and courses and more than 534,957 cumulative hours of training.

Campos thanked President Loeb, General Secretary-Treasurer Wood, members of the General Executive Board, IA Representatives, and the IA Communications Department for all their work in support of the TTF. She specifically thanked President Loeb for his ongoing commitment to the Trust and for recognizing the value of training, education, and continuous learning. Special thanks were given to Vice President Miller for furthering the mission of the TTF. Appreciation was extended to the Trustees of the TTF for their hands-on hard work and dedication. She also thanked all the Locals and members that actively participate in, promote, and advocate for TTF programs, and those that have embraced the curriculum and have made TTF programs part of their regular routine. Campos noted that the best measure of success is when Locals make training a habit. She noted that the Trust is here and successful because of the commitment and support of the International, Locals, and members who champion training and promote their programs and trainings. Special and heartfelt thanks

were offered to the staff of the Trust, who work so hard each day to bring top quality programs and service to all. Campos stated that it was truly an honor to work with such a dedicated and talented group of people and to have the opportunity to create and bring programs to the IATSE workforce.

Vice President Miller recognized Director Campos and the Trust for their work on career pathways, training, and access in California. This work has placed the IA and TTF at the top of the list when people look for training across all crafts. He also stated that Director Campos recently provided a presentation to employers during a negotiation in support of the Union's request for increased funding and "hit it out of the park", resulting in the employers agreeing to the training proposal.

President Loeb thanked Director Campos for her report. He observed that it is hard to believe that ten years have passed; stating that it was vital for the Union to develop these training programs to fill an obvious need. There are now 1,500 employers paying into the Fund which has nineteen full-time employees. President Loeb stated that the Trust is quite obviously responsive to the needs of the members and Locals, and is proactive about revising and developing programs. The importance of the safety courses cannot be underemphasized. President Loeb concluded his remarks by recognizing Director Campos for all of her hard work.

**APPEAL:
MATTHEW D. LOEB V.
HEATHER L. PATTON**

The General Executive Board considered Heather Patton's January 15, 2020 appeal of the decision of the Trial Board, dated December 20, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Patton's appeal and resolved to communicate this decision to Patton in writing in accordance with the advice of legal counsel. President Loeb and International Vice President Michael F. Miller, Jr. abstained from participating in any debate and/or vote in relation to this appeal.

BROADCAST SUMMIT

Broadcast Department Co-directors Steve Belsky and Fran O'Hern reported upon the Department's successful meeting of broadcast Locals in October 2019—known as the IATSE Broadcast Summit. IATSE Locals representing broadcast technicians share many common challenges. In order to work together towards common goals and share experiences, the Broadcast Department brought Local representatives together in Chicago for

two days to share common understandings and build solidarity.

Representatives from nearly all Broadcast Locals were able to attend the meeting, along with Representatives from the West Coast Office, and other IATSE Locals. Following an introduction from Department Co-Directors O'Hern and Belsky, the meeting commenced with a presentation from Co-Director Belsky on preparations for renewal contract negotiations. Attention was given to improvements that technicians favor in new contracts and on best practices for interfacing with the Broadcast Department. Further attention was also given to specific aspects of contract administration for Broadcast Locals. Officials of those Locals received important information about ways to stay in touch and share information. While the meeting was timed to minimize the impact on attendees' schedules, gathered representatives had an opportunity to interact with one another in an informal setting and enjoy this unique networking occasion.

Also, during the meeting, a major Chicago-based broadcast employer (with contracts in all of the IA broadcast markets) offered attendees valuable insight into changes in the industry and addressed various questions from representatives about their respective markets, including mobile technology.

Additional discussions focused on ways Local representatives may foster solidarity by using technology to involve members and focus upon the activities of each respective Local. The Department explored evolving technologies and techniques that Locals can employ to reach out and communicate with members. Discussions ensued surrounding the various advantages and disadvantages of certain networking platforms.

The group also received detailed information about the Department's various ways of organizing work in each respective broadcast market, followed by a group discussion of Locals' organizing opportunities and experiences. The Summit concluded with a group discussion of common issues and priorities in the upcoming year.

The Department received uniformly positive reviews from attendees. Local leaders have been positively impacted and have taken advantage of new channels of communication established during the Summit. Overall, it was reported that the opportunity to learn together and strengthen the Locals' solidarity was invaluable. The Department hopes to make this gathering a regular occurrence.

President Loeb remarked that some of the Locals in this sector have been recently chartered. They should be

connected with one another in order to share knowledge and experiences. He further noted the importance of standardization in broadcast contracts. He thanked the Co-Directors and expects they will continue this dialogue.

SPECTRA AGREEMENT

International Vice Presidents Michael Barnes, John Lewis, and Daniel Di Tolla updated the Board on the successful conclusion of the recent collective bargaining negotiations with Spectra. Thirty-three local unions are covered under the Master Agreement; nine other Locals have direct agreements with Spectra. The Master Agreement expired in 2019. Proposals submitted by the International and local unions were presented to Spectra. After the parties concluded negotiations for the Master Agreement, the Locals each addressed issues specific to their individual agreements. The parties settled their negotiations in advance of the expiration date, achieving wage and benefits increases, premiums for ETCP-certified riggers, and quarterly meetings to discuss safety and training.

Vice President Barnes extended appreciation to Vice Presidents Lewis and Di Tolla for their stalwart advice; the Stagecraft Department for research, gathering documents, and marshaling the agreement to its conclusion. He also expressed sincere thanks to Local leadership for administering their agreements, representing workers, and providing seamless, professional and safe service to all covered facilities.

President Loeb remarked that the Spectra agreement is an extremely important collective bargaining agreement which has grown to thirty-three local unions in forty facilities. This agreement has resulted in significant work for Locals and the workers they represent. President Loeb highlighted the premium paid for those with ETCP certification. He encourages all IATSE members to continue their skills training and to take advantage of LinkedIn Learning and the courses offered by the Training Trust. President Loeb concluded that the relationship with Spectra is built upon the tireless work of Vice President Barnes and the Spectra agreement is an ongoing success story.

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, Stasia Savage, Daniel Little, Allison Smartt, and Special Representative David Garretson,

updated the Board on the activities in Stagecraft since the summer Board meeting in Montreal.

Vice President Lewis updated the Board on organizing, representational, and assistance with collective bargaining negotiations of stage and mixed Locals in Canada. He also provided an update on the status of the Canadian Pink Contract.

International Representative Smartt reported on the successful conclusion of negotiations between Local 768 and the Performing Arts Center of Los Angeles County. Substantial improvements were achieved in wages and conditions. Representative Smartt also reported on the negotiations involving the Pasadena Playhouse. The new contract includes significant improvements in health benefits. Local 363 won an election to represent workers at the El Dorado Casino Showroom. Negotiations have commenced. Finally, Representative Smartt thanked the Board for the opportunity to participate in the Theatre Workforce and Development Program and introduce young workers to the benefits of union representation.

International Representative Little reported on Local 22 negotiations with PSAV following a successful representation election. He also reported on the first contract between Local 200 and the Allentown Symphony following another fruitful representation campaign. Local 200 followed this success with a unanimous election victory for workers employed by the Zoellner Arts Center. Negotiations are ongoing. Representative Little also provided Continuing Organizing Membership Education Training (COMET) and Steward training to Locals 8, 12, and 501 and assisted the Education Department’s revamped Organizing 2.0 class.

International Representative Bateman reported on the successful conclusion of negotiations between Local 803 and Dallas Summer Musicals. Significant progress was made in achieving pay equity with traditionally male dominated crafts. Representative Bateman provided a detailed synopsis of the public relations campaign directed at Rhino in the Pacific Northwest in conjunction with Locals 15 and 28. Employers have all responded to the pressure and have begun to engage in meaningful discussions for a direct relationship with the Locals.

International Representative Savage reported that Local 67 has ratified a five-year contract with the Des Moines Civic Center. She reported that the relationship between Local 190 and Century II Convention Center has been difficult, but progress is being made to resolve these differences and a new contract is imminent. Representative Savage updated the Board on the progress of negotiations for the BlueCross Arena. All

the Locals involved are coordinating in defense of their contracts.

Special Representative Garretson reported on the success of Local 17 in servicing three festivals promoted by Danny Wimmer Presents. The Local staffed hundreds of positions often on the twenty-four-hour format of the festivals. Negotiations between Local 647 and The Barbara Mann Performing Arts Hall concluded with significant improvements for Local 647. The Local succeeded in improving overtime provisions, expanded jurisdiction and improved staffing in addition to substantial wage increases. Special Representative Garretson also reported on positive discussions concerning the Tanger Center for the Performing Arts which is under construction.

International Representative Peter Marley reported that an agreement has been finalized between Local 122 and the Old Globe Theater. This continues the trend of successfully organizing regional theaters in Southern California. Local 784 concluded negotiations for a new contract with Team San Jose. Once again wage parity was an issue and progress was made on this front. Representative Marley reported that Locals 16, 706, 784, and B-18 all obtained contracts for the production of Harry Potter in San Francisco. Representative Marley advised the Board that Local B-18 won an election to represent front-of-house workers at San Francisco Jazz. The Local is preparing to begin negotiations. Local B-66 completed difficult negotiations with the Golden One Center. The Local also concluded negotiations for its contract with Cal Expo.

Vice President Barnes reported that the local union addendums for the Spectra contract have been completed and are being distributed to the Locals. He also reported that Local 501 has elected its first administration of Local officers and progressing rapidly towards autonomy.

Vice President Carlson reported on negotiations between Local 482 and the University of Illinois negotiations in Champaign-Urbana. The new contract contains wage increases, improved shift differential, premium pay and, importantly, recognizes the Local's referral system. A new agreement has been negotiated for the front-of-house workers at the American Film Institute. Vice President Carlson also assisted Local 87 in concluding negotiations with the Morris Performing Arts Center.

Assistant Director Harnett reported on COMET training for Locals 7, 82, and 97. Negotiations are ongoing between ASM Global and Local 7 for the Denver Convention Center; Denver Performing Arts Center; Denver Coliseum, and Red Rocks; Local 82 for Mohegan

Sun Arena; and Local 97 for the Santander Arena. Local 862 successfully completed negotiations for a new contract with the Pittsburgh Symphony Orchestra. Assistant Director Hartnett updated the Board on the development of the Action Builder organizing application. He has been working with AFL-CIO developers to build the organizing application that will be accessible on smart phones to allow organizers to track and share organizing information during campaigns. The traveling employees outreach program continues with representatives visiting tours. Locals are encouraged to report any injuries among traveling members which may occur when tours are in a Local's jurisdiction. Assistant Director Hartnett reported on efforts to secure a contract for Local 12 at the MAPFRE Stadium in Columbus, Ohio. The Local's contract had been expired when new owners, the Cleveland Browns, took over the venue and claimed they had no bargain obligation. Special Representative Joseph Short was able to intervene and persuade the Browns in securing a contract with the promoter of the Breakaway Festival. Assistant Director Hartnett also reported that Special Representative Short assisted Local 747 to conclude negotiations for a new agreement with the Columbus Association for the Performing Arts. Finally, it was reported that another major union had filed petitions in a major market to represent workers in our traditional crafts. The failure to organize in these instances has compromised our traditional jurisdictional integrity and should be a wakeup call to all Locals.

International Vice President and Stagecraft Department Director Di Tolla reported on the successful conclusion of negotiations between Local 417 and the Durham Performing Arts Center for a first contract. The Local had been supplying stage, wardrobe and make-up and hair workers to the venue for eleven years under a rate card. The contract resulted in significant improvements in wages, overtime, and other conditions. Director Di Tolla also reported on the contract extension between Local 868 and the National Theater. The Broadway League/Disney Pink Contract negotiations are ongoing. Updates will be provided to the Board as the negotiations proceed. Director Di Tolla reported on the compliance audits for both benefit contributions and overage payments of touring productions. Director Di Tolla updated the Board on local union organizing activity as reported in the Official Bulletin. Since 2015, local unions have reported their representation election victories, voluntary recognition agreements, first contracts, and rate cards converted to collective bargaining agreements. These achievements are then published in The Bulletin. Since 2015, local unions have reported consistent growth in all four metrics reflecting a sustained emphasis and growing their memberships.

President Loeb remarked that the work of the Department is extensive, noting that “a lot is going on.” He observed that “Growth Equals Strength” has permeated the Stagecraft Department. He further noted that the quest for wage parity has to continue until it is no longer necessary. He encourages Stage Locals to take advantage of the International’s training and education programs because, as can be seen from this report, those two ingredients are extremely helpful in organizing drives.

President Loeb took some time to address the existential threats to stagecraft that are posed by labor contractors and unfortunately by other unions. He reminded those in attendance that labor contractors anchor down wages that the International and its Locals have fought for over the last 125 years. Additionally, he noted in particular two recent instances where other unions have sought to represent workers in classifications that are the domain of the IATSE. He expressed dismay that local unions have allowed non-IATSE unions to come in and represent workers who should be in the Alliance. President Loeb remarked, “this is not accidental. Make no mistake; this is a plan by other labor organizations to go after work and workers that are traditionally IATSE. If we want other unions in our business, then continue to do nothing about it and watch other unions take our work. If you have any venues in your jurisdiction that are not organized, then you must reach out to those workers. Unfortunately, in one jurisdiction, we are talking about what has happened. We are now on the defensive. The first domino has fallen. Let it be the last. Another union negotiating with our employers is not a good idea.” He reminded Locals that they owe it to their members to organize non-union venues and the International can help with organizing efforts. He noted that while the Stagecraft Department’s report was replete with organizing successes if Locals allow entertainment venues to remain non-union, then other labor organizations will come in. He remarked further that the IATSE must defend its jurisdiction.

He concluded by expressing sincere thanks to everyone who reported, noting their assiduous work, and to the all the Locals who are backing the Department.

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 M. Lewis, Assistant Motion Picture Directors Daniel M. Mahoney and Vanessa Holtgrewe, and International Representatives Steve Aredas, Jamie

Fry, Wade Tyree, Tanya Mahn, 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 on the continuing turbulent evolution of streaming services and content. This is an unprecedented time of growth and corporation consolidation. According to the New York Times, 495 scripted original series aired in 2018, an 85 percent increase from 2011. In 2019, there were more than 530 comedies, dramas, and limited series in the United States, and all indications are that growth will continue through 2020.

“Every three decades, or roughly once a generation, Hollywood experiences a seismic shift. The transition from silent films to talkies in the 1920s. The rise of broadcast television in the 1950s. The raucous “I Want My MTV” cable boom of the 1980s.

It is happening again. The long-promised streaming revolution — the next great leap in how the world gets its entertainment — is finally here.” (“The Streaming Era Has Finally Arrived”, New York Times, 11/18/19)

The three biggest studio-style media companies – Disney, NBCUniversal and WarnerMedia – as well as behemoth tech company Apple - have launched or are about to launch their streaming services. Disney+, which was hoping for 8 million subscribers before the end of the year, has already surpassed 10 million. WarnerMedia’s HBO Max will launch in May and Peacock is also scheduled for a spring debut. Industry research shows that the growing list of “must have” streaming services is beginning to frustrate viewers. However, demand for high-end TV and film content has never been more robust.

Since early 2019, there have been more than 110 Netflix projects done under IA Agreements. These include scripted series, animation, and features. The films are made not only for streaming distribution; many have initial distribution in cinemas. This is an unprecedented amount of content.

Quibi, a soon-to-debut phone and tablet-based app, is taking a different approach different than the other streamers. It is targeted specifically at Millennials and their love of watching videos on their phones. Quibi is a play on “quick bites” and will have short episodic series, many from high-profile creators, that are less than ten minutes long, for “in between moments” of downtime or as a more portable option for watching content. It remains to be seen whether younger generations will

be willing to pay a monthly fee to watch something that is not available on their televisions. Quibi also produces content in a manner that is consistent with feature film production which is then edited into small episodes. As traditional television models do not account for episodes of such short length, this type of programming will need to be addressed in the upcoming Basic and Area Standards Agreements negotiations.

International 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 include the BC Master Agreement, the Local 873 Term Agreement and the Local 411 Term Agreement. There are now 384 companies signatory to the Canadian Binder Agreement and eighty to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and exceeded the record numbers from 2018. There were 271 productions under IA agreements in 2019. 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, extending to every single jurisdiction across the country.

The Union has been very busy with organizing efforts in a number of jurisdictions which are documented in other reports. The Union has focused most of its effort, time, and resources on low budget organizing in BC, animation organizing, expanding jurisdiction in the province of Quebec, reality TV organizing, retaining jurisdiction in Northern Ontario, and expanding into the Ottawa region.

Vice President Lewis discussed three particular efforts:

Local 709 Newfoundland / Labrador - Accountants

In late 2018, Local 709, which was granted a charter in 2013, was approached by a number of accountants working in the motion picture industry in the province of Newfoundland and Labrador, eventually offering the accountants membership and representation. The International continues to work with the Local to resolve the Directors Guild of Canada's jurisdictional claim to representational rights for accountants.

Local 667 Eastern Canada – On-set VFX Organizing

By virtue of the Status of the Artist Legislation in

Quebec, Local 667 represents on-set visual effects artists in the province of Quebec. Over the last number of months, the Local sought the permission of the International to expand its representation of on-set visual effects artists throughout its jurisdiction. To date the Local has offered membership to several individuals working in the industry and also secured bargaining rights for a number of independent US and Canadian productions that engage VFX employees. The Canadian Office will be looking to meet with US studios in the near future with a view to including VFX employees in Local 667 collective agreements.

Local 411 Ontario - Animal Wranglers

Animal wranglers are non-union in the province of Ontario. The International continues to work with Local 411 to organize this category and implement a collective agreement governing the terms and conditions of employment with animal wrangler companies directly and, eventually, with the Canadian Media Producers Association.

International Vice President Miller outlined a few recent favorable NLRB and arbitration rulings. In August, the Department received a favorable arbitration award on the low-budget film production "The First". The film, a Mary Pickford biopic, exceeded its budget by 20% and failed to self-report. As a result, the arbitrator has ordered them to retroactively pay the IATSE-represented crew at rates two tiers higher than under their contract, with corresponding benefit contributions.

Over the summer, the West Coast Studio Locals and the IA organized another low budget production called "Casting the Net". After the Union obtained representation cards, the employer promptly fired the crew and began hiring scabs. Incredibly, the production informed the crew that they were fired specifically for attempting to organize. This was announced at a public meeting where production also demanded a show of hands as to who supported the organizing drive.

Unfair labor practices charges were filed against the company with the NLRB. As a result, the company has agreed to pay over \$60,000 in wages to the twenty-eight original "Casting the Net" crew members for eleven days lost work. In this political climate, this is an important win for both the Union and the unfairly fired crew. The monies have been distributed to the crew members. The International does not give up, will not back down, and will never stop fighting for workers' right to organize.

The Pay TV Agreement, which was reported on at the 2019 Winter Board meeting, covers television series on

HBO, Showtime, and STARZ. The International's core priorities in these negotiations included both financial improvements and quality of life enhancements.

HBO Entertainment's new 2019 Film Agreement, covering its mini-series and long-form productions, incorporates all the gains from the Pay TV Agreement, as well as increasing mini-series wages from the Long Form Rates to the Episodic Television wages of the Major's Agreements. This boost in wages will address the high-budget nature of HBO's mini-series productions and many job classifications will see increases in excess of 25%.

In addition to incorporating the gains from the Pay TV negotiations, including annual wage increases, National Benefit Fund contributions will increase in each year and will remain at or above the corresponding contributions in the Majors Agreements. In Production and non-Production cities, National Benefit Fund contributions will increase.

Rides and rooms must now be provided upon request after any 14+ hour day, including on pilots. Improved turnaround provisions were negotiated with further enhances the superior daily turnaround conditions already contained in the Agreement. Improvements in payments to distant, nearby and local hires were also achieved.

The living allowance for Nearby hires will increase over the life of the agreement and all crew (local, nearby, and distant) who are involved in prep or wrap days will have a guaranteed eight hour minimum daily call.

The scope of the agreement was expanded to include work overseas, and weekly benefit contributions will be made consistent with the appropriate Majors' Agreement. Also, Costume Department Coordinators are now covered in New York, and Location Department Employees are covered per the terms of the ASA. In addition, more workers will qualify for unworked holiday pay.

In early December, Vice President Miller and Representative Fry visited Salt Lake City to attend a meeting of motion picture and television techs in the jurisdiction of Local 99. More than seventy-five people were in attendance. These workers are eager for information, training of all types, and representation. The Department is developing a schedule that includes skills training, safety training, presentations from the National Benefit Funds, and additional meetings with the crews. The Department has also met with the Teamsters and believes there is an opportunity to bring more productions under IA contracts in the state. Follow-up MPTV Department meetings are being coordinated.

The members of Local 99 will be a key component to the success of Local 99 post-trusteeship.

Producers still occasionally take a run at shooting non-scripted competition shows non-union. These productions typically employ highly skilled IATSE technicians, which creates a tremendous amount of leverage. Two recent success stories stand out, one involving a network primetime show for FOX and the other a holiday show. Both were successfully organized and brought under IA agreement.

A low-budget pilot, "Holiday Gingerbread Showdown" required no strike, and the crew were covered after the IA visited the set location and organized the crew.

The contracts for these series have enhanced daily and weekend turn-around, meal penalties, triple time, improved daily work hour minimums, extra vacation days and more.

The 2019 AICP Agreement is still in its final stages of drafting. There were several significant changes to the agreement including pay equity increases, improved non-discrimination language, and wage, health, and pension increases. In the field, organizing will be necessary during the re-sign period. The advertising business continues to change as more commercials are made for the internet rather than traditional broadcast spots.

The year 2019 was extraordinarily busy in the Department administratively. The contracts department processed over 1,300 agreements, representing an estimated 85% increase over 2018. This is reflected in the amount of work reported by the affected Locals as well as the reports of the various benefit funds.

Obtaining deposits remains a top priority within the Department. Deposits ensure that financial protections are in place for IATSE members prior to, during, and until the post-production period is finished. Currently, there is approximately \$45 million on deposit for 353 projects. These projects had initial deposits of over \$97 million. IATSE Representatives work closely with the Locals and payroll companies to ensure money is not released until all issues are resolved. This has become an immensely time-consuming administrative undertaking and additional administrative resources will need to be allocated to this program in order for the International Representatives to focus on organizing and contract administration.

Vice President Miller next reported on the game and visual effects industries.

Given the explosive growth of this part of the entertainment industry, the IATSE has re-energized and

redoubled efforts to organize game workers, which has been ongoing. Representative Mahn is also attending industry conferences and events. The IA plans to hire several organizers in 2020 to help scale up this organizing.

Concerning non-union film and television production along the Eastern seaboard and into the southern states, the International remains aggressively engaged in organizing efforts. There are no free passes and the IA will continue to maintain its presence, protect industry standards, and build relationships with any new producers that are beginning to make professional content.

The IA's aggressive organizing posture has paid collateral dividends. There are increasing numbers of very low budget productions (as low as \$500,000) that are now coming under contract as a direct result of the deterrent effect of the IA's commitment to field organizing. Louisiana and Georgia continue to be hot beds for organizing efforts as productions continue to venture into more and more rural areas. Thanks to the efforts of Locals 52, 161, 209, 478, 479, 480, 484, 492, 494, 600, 700, 798, 800, and USA829, the Department has been very active in successfully organizing projects like "Anti-Life," "Electric Jesus," "Greatest Week Ever," and "Death in Texas." It is important that members call in their work, and it is equally important for Locals to communicate amongst themselves to protect and serve the members of the Alliance.

This year will bring a number of challenges to the Department. Growth in the motion picture and television production industry will need to be efficiently managed. Major negotiations are gearing up and will likely begin to set the table for how streaming is addressed.

The Department will continue to prepare for 2020 and 2021 collective bargaining negotiations, while at the same time organizing and negotiating agreements and productions across the U.S.

Vice President Ford thanked Gabrielle Yedid for her hard work in the West Coast Office.

President Loeb thanked the Department for its report. He reiterated that streaming is evolving and production is at a feverish pace and represents another seismic change in the industry. There does not appear to be an immediate end in sight for the booming production levels. The anecdote, he continued, always, is organizing. As long as the IA represents the workforce, it will have the power to negotiate appropriate agreements. President Loeb said he was pleased to hear of the efforts to organize more workers and productions in Canada. The new Pay TV and AICP contracts are full of improvements. He emphasized that the Union must not be complacent when

it comes to the commercial advertising industry. The IA will continue to invest in organizing game workers as they are entertainment industry workers that need the protection of strong IA contracts. President Loeb closed his remarks by expressing his appreciation for Vice President Miller's leadership and the hard work of everyone in the Department.

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, John Gorey and Ben Hague provided an update of Departmental activities since the General Executive Board meetings held in Montreal, Quebec.

PSAV and Freeman AV - Canada

Local 58 – Toronto, ON

PSAV's challenges to the certification of Local 58 as the exclusive bargaining agent for full and part-time audio visual technicians working at the Sheraton Centre Hotel in Toronto, which included a judicial review application, have come to an end with the Ontario Superior Court's dismissal of the application. The Local is now engaging in bargaining for a first collective agreement.

Local 58 continues to pursue several grievances against Exhibition Place in Toronto in response to PSAV doing audio visual work at Hotel X with non-union labour. The Local was successful in the first three grievances which were referred to arbitration.

As previously reported, Local 58 was certified as the bargaining agent for audio visual technicians at the Metro Toronto Convention Centre who were employed by Encore Event Technologies, doing business as Freeman AV in Canada in 2018. The Local is now in the process of trying to finalize a first collective agreement with PSAV following PSAV's purchase of Freeman.

Local 105 – London, ON

Local 105's collective agreement covering full time employees at the Freeman AV shop in London, Ontario expired on December 2019. The Local has provided PSAV notice to bargain a renewal agreement but no dates have been set yet.

Local 118 - Vancouver, BC

Local 118 filed a grievance against PSAV taking issue with PSAV's continued refusal to use Local members as over-hires under the terms of the National Agreement. The grievance remains outstanding as the parties discuss the prospect of settlement.

Freeman AV National Agreement, Canadian Addendum

Negotiations to include four Canadian cities on the Freeman National Agreement (US) continue.

Tradeshaw Participation

The Canadian Office participated in the Canadian Institute of Theatre Technology's annual Rendezvous Conference and Tradeshaw in Whitehorse, Yukon. The Canadian Office has been invited to exhibit at the upcoming Actsafe Entertainment Safety Conference and Tradeshaw being held in March at the River Rock Casino and Resort in Richmond, British Columbia and at the CITT Expo Scene in Montreal, Quebec as well.

Training

Customer Service Training was again provided to Local 58 in January 2020.

Negotiations

Representatives of the Department assisted local unions in negotiating or renewing a variety of Area Standards Agreements since the last General Executive Board. The Department then proceeded to highlight some of those assignments.

Local 7 Denver

Representative Mark Kiracofe was assigned to assist Denver Local 7. Negotiations for the twenty-two Exhibitor Appointed Contractors that are signatory to the Local 7 Tradeshaw Area Standard Agreement in Denver were concluded in November 2019 with industry standard economic package over the new 3-year term.

The nine General Service Contractors agreed to a 3-year successor term with a similar economic package. These contracts cover all out of town exhibition contractors producing shows in Denver Metro and are extended to events in Colorado Springs under separate agreements with Local 62.

Local 8 Philadelphia, PA

International Vice President Barnes has been in communications with Vice President Sanders regarding updates to the area standard tradeshow agreements to cover Czarnowski and Renaissance. Both employers will be servicing exhibitors at the Philly Auto Show to be held February 2019.

Local 15 Seattle, WA

Local 15 has been engaged in protracted negotiations with PSAV on behalf of in-house technicians following the Local's successful organizing campaign and representation certification. As follow up, NLRB charges were filed stemming from an information request by the Local in September of 2016. After several appeals, PSAV was ordered by the NLRB to provide the Local at least part of the information it requested. The balance of the ruling is currently scheduled to be heard by the 9th Circuit Court of Appeals in March 2020.

In late spring of 2019, another unfair labor practice charge was filed against PSAV arising from its failure to pay merit increases to employees in the same manner as it had in the past. In August 2019, Representatives Cook and Cota were assigned to assist the Local in bargaining. As a result of discussions at the bargaining table in October 2019, a dispute relating to the merit increase and the production of payroll information was effectively resolved. Representatives Cook and Cota continue to work with the Local with a view to getting a first agreement and keeping bargaining unit members updated on the status of bargaining.

Local 17 Louisville, KY

The Local's contracts with Stetson Convention Services and Expo Labor Plus expired in December 2019. Successful negotiations resulted in a new three-year agreement with wage and benefit increases of 3% per year. Representative Gandolini assisted the Local.

Local 31 Kansas City, MO

Representative Gandolini was assigned to assist Local 31 in the negotiation of several renewal agreements, including Paramount Convention Services, International Expo, Exhibit Associates, and Accent on Cincinnati. The employers became part of the area standards agreement that covers American Convention Services, Freeman Expositions, Heritage Trade Show Services, Shepard Expo, UPA Productions, Lancaster and GES which were also renewed at various times throughout 2019. All are

subject to annual wage and benefit increases and will expire on December 31, 2021.

Local 39 New Orleans, LA

The freight agreement with Freeman Expositions, LLC expired on December 31, 2019. This was a first contract that was reached after eighteen months of contentious bargaining back in 2015 with the assistance of Vice President Sanders and Representative Gandolini. Since the conclusion of the agreement, Representative Gandolini worked to establish a good working relationship such that bargaining a renewal agreement went more smoothly. Under the renewal agreement, workers will receive annual increases split between wages and benefits. An added annuity and increased vacation contributions were also negotiated. Other highlights included an update to language addressing employee tenure and wage rate entitlements, increases to steward and lead rates, and an increase to turnaround from six to eight hours.

Local 76 Birmingham, AL

The Tradeshow Department has been a party to a national agreement with Show Services, LLC for the last several years. As Local contracts expire, the IA and the company have agreed to streamline negotiations by adding new cities to this national agreement. This year, under the guidance of Representative Gandolini, Show Services agreed to add Local 76, Birmingham. In accepting the area standard conditions, annual wage increases were also reached.

Local 99 Salt Lake City, UT

Representative Kiracofe was assigned to assist the Trustees of Local 99 in negotiations with General Service Contractors Modern Expositions and JP Display for renewal agreements that expired in December 2019. A tentative agreement with JP Display has been reached but bargaining with General Services Contractors Modern Expositions remains ongoing.

Local 336 Phoenix, AZ

Over the past few months, Representative Dan'l Cook has assisted Local 336 with negotiations involving Freeman, Brede, GES, Shepard, Czarnowski, Fern, Event productions (EPI), McNabb, CSI and Steele. The Local ratified all of the agreements covering three year terms with increases to hourly rates and benefit packages.

Local 363 Reno, NV

Representative Gorey assisted newly elected officers of Local 363 with the negotiation of an agreement with Shepard Expositions which expired on December 31, 2019. The Local was successful in obtaining a three-year agreement with an annual wage increases.

Local 415 Tucson, AZ

Negotiations with Shepard Expositions began in May of 2019 with the assistance of Representative Cook. Concerns with overtime provisions were eventually resolved and the renewal agreement was ratified.

Local 423 Albuquerque, NM

Local 423's contract with Convention Services of the Southwest expired at the end of 2019. Representative Cook assisted the Local in bargaining a renewal agreement which includes increases in all three years, with an increase to the annuity in year one. The "favored nations" clause was removed, meal language was improved, and the non-discrimination language was updated. The Local ratified the agreement.

Local 720 Las Vegas, NV

As reported earlier, Vice President Sanders and Representative Gorey assisted Local 720 in securing an extension to its Freeman AV contract since December 2018. Negotiations focused on hourly rate increases as well as language changes that addressed concerns which had previously given rise to a grievance. A deal was reached that has since been ratified by the Local.

Florida Locals Exhibitor Appointed Contractors

In the last of several long-term contracts covering Florida Locals 60, 115, 321, 412 and 835, Vice President Sanders assisted Locals in their negotiations with statewide Exhibitor Appointed Contractors (EACs). This agreement covers more than thirty employers who are contracted directly by exhibitors to provide skilled tradeshow technician booth and exhibit set up. The major players – Allied Brede, Czarnowski, Nth Degree, Renaissance and Shepard - participated in negotiations. With some creative bargaining, a five-year agreement was reached which includes significant economic package increases. The contract was ratified by the Locals in late October.

Organizing

Southern California Convention and Tradeshow Organizing

Over the last couple of years Representative Cota has spent a considerable amount of time assisting Local 33 and other Southern California Locals in the organization of tradeshow workers. Resources have been invested in training, education and relationship building to corral the audio visual industry in the market. Skills upgrade training was offered to members interested in breaking into the field. Simultaneously, unrepresented freelance technicians already doing the work were identified. Local 33 hosted five AV Essentials classes, several OSHA 10 classes, and a host of individual training and education courses specifically tailored to prepare for future convention and trade show work. As a result, the Local secured a number of shows at the Los Angeles Convention Center (LACC) including The Adobe MAX Creativity Conference, CABI 2019, and the Disney/Marvel world premiere of Avengers: Endgame. The event was a great success as acknowledged by Disney, the LACC, and several production companies involved. Local 33 was also able to secure tradeshow work in connection with the California Democratic Convention held in November at the Long Beach Convention Center. The success of the California Democratic Convention by Local 33 members has given rise to discussions for a facility agreement with the Long Beach Convention and Entertainment Center.

Training

The Tradeshow Department continues to stress the importance of customer service training in the tradeshow industry. The Department had been using the Freeman AV model and has incorporated it into the AV Essentials training program to assist members in developing skills in customer service. Since the last General Executive Board meeting, the Department delivered Customer Service Training to Locals 15, 28, 51, 126 and 127. The IA's partnership with AVIXA has also opened new avenues to the training and education required to be successful in industry. Since August 2019, Representatives Cook, Cota, Gandolini, Gorey, and Hague participated in AV Essentials training with Locals 8, 15, 18, 38, 51, 99, and 205. Future trainings are being scheduled for Locals 251 and 363.

Industry Tradeshow Events

Exhibitor Services and Contractors Association

(ESCA) Winter Board Meeting and IAEE EXPO!EXPO!

The ESCA Winter Board Meeting and Annual Awards Ceremony was held in Las Vegas December 1-4, 2019. Vice President Sanders, Representatives Cota, Gandolini, and Kiracofe, attended the Annual ESCA Awards Ceremony. Vice President Sanders and Representative Gandolini both serve on the Council and attended meetings which included a robust discussion about recruitment and retention of tradeshow workers across the country. The council is in the process of finalizing a video that will be used to promote the tradeshow industry, the service contractors and unions.

The week also included IAEE Expo!Expo!, dubbed as the "tradeshow for tradeshows" which was held at the Mandalay Bay, where the IA booth was staffed by Sanders and Representatives Cota, Gandolini, Gorey and Kiracofe,

In addition to IAEE Expo!Expo!, Representative Kiracofe facilitated the IA Booth at Siggraph in Los Angeles and LDI in Las Vegas.

Corporate Campaigns

The Tradeshow Department continues to engage in research on several industry employers to identify organizing opportunities. Vice President Sanders facilitated the development of a research team with Julie Farb from the AFL-CIO. The team is comprised of Representatives Cota and Hague, Assistant Stagecraft Department Director Hartnett, and two AFL-CIO researchers, Patrick O'Meara and Edward Keyser. The team holds regular conference calls to exchange information and determine how best to disseminate it.

National Agreements

PSAV

As reported earlier, Locals continue to experience issues across the US and Canada. In an effort to rebuild relationships in some parts of the country, Vice President Sanders and Representatives Cota and Gandolini began discussions with the PSAV Director of Business Development in Dallas.

Freeman AV

The IA's relationship with Freeman AV continues to grow as the two work in collaboration to provide customer service training and equipment training to IA members.

The IA's agreement with Freeman provides creative incentives encouraging members to acquire certifications, including hourly rate incentives for ETCP and SPRAT riggers and ETCP electricians. In November of 2019, Representative Gandolini's negotiations to add Local 205 Austin to the Freeman AV national agreement were finally completed.

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. As reported earlier, a national term agreement was signed in late 2018. At this time, fourteen Locals are covered by the agreement. Currently, Locals 127, 205, and 927 are pending.

In 2019, AV Tranquility was awarded the Auto Show contract for Fiat Chrysler. Representatives Cota and Hague worked with Local 33 in Los Angeles to ensure a successful start to the Auto Show season with AV Tranquility.

Show Services LLC

As mentioned earlier, Representative Gandolini successfully added Birmingham Local 76 to the Show Services LLC National Agreement. This was a direct result of previous negotiations. This provides a more efficient relationship between the IA and Show Services LLC.

President Loeb thanked the Tradeshow Department for its detailed report. In doing so, President Loeb confirmed the IA's commitment to protecting and expanding its jurisdiction over tradeshow work and to collaborating with industry players to ensure IA members are able to meet the ever-changing demands of the industry through training opportunities.

IATSE COMMUNICATIONS DEPARTMENT

Director of Communications Jonas Loeb, Communications Coordinator Steven Chaussee, and International Representative Krista Hurdon provided the General Executive Board with an update on the developments and activities of the Communications Department since the last General Executive Board Meeting in July.

The second half of 2019 was an exciting time of transition for the Communications Department. In July, Jonas Loeb became the third Director of Communications for the International. Following the Mid-Summer

Meeting of the General Executive Board in Montreal, Director Loeb immediately began implementing plans for expanding the capabilities of the Department and restoring it to its former size.

In August, the Department welcomed Steven Chaussee as Communications Coordinator. Steven was selected out of nearly three hundred applicants for his experience working in Communications for SEIU in Minnesota and the Sheet Metal Workers International Association Local 28 and has since proved to be a great fit for the union. He attended the Minneapolis Officer Institute in October, which provided an opportunity to connect with local union officers from around the Alliance and helped immerse him in the culture of the union.

The Communications Department continues to broadcast and amplify the Alliance's message effectively on social media, and the official IA social media pages have seen impressive growth since the Summer 2019 Board Meeting in Montreal. The official IATSE Facebook Page grew by over four thousand likes to pass the 30,000 mark, and the @IATSE Twitter grew by 6.8% since July to eclipse the 15,000 followers mark. Growth of the IA Canada Facebook page has also been strong, with 1,200 new likes and year over year growth of 22%.

The Department went on to present the best performing social media posts of the second half of 2019. Posts that referenced well known productions under IATSE contracts continued to be exceptionally popular across social media platforms. One of the quarter's most successful posts was a video time-lapse of Metropolitan Opera IATSE stagehands mounting four productions over the course of forty-eight hours. Other "IATSE-made" content, including the Golden Globes, the Democratic Presidential Debates, and various NHL broadcasts have also performed well above average, and have been important in bringing attention to the high-quality work of the membership.

Humorous observations pertaining to the everyday work lives of IATSE members have seen sustained popularity, particularly on the IATSE Canada Facebook page. For example, a post observing that "bacon is the gaff tape of food" reached 112,000 people and earned nearly 10,000 engagements, ranking as one of the most successful posts of 2019. The popularity of these posts demonstrates how social media can be used to create a sense of shared experience and community amongst entertainment workers.

General Pro-Union and Pro-Worker messaging also continued to be a staple of IATSE's social media. In September 2019, a tweet posted by the Department in September 2018 went viral on reddit, prompting increased

attention on Twitter during the month. The tweet was a response to a Bloomberg article about how economics textbooks have left labor unions out of the conversation when discussing the rise of the middle class. The tweet received over 2,000 retweets, including one from now-prominent freshman Congresswoman Alexandria Ocasio-Cortez, who amplified our message to her 5.78 million followers.

The Communications team continues to use Twitter as a tool to reach out to the larger entertainment and labor community. In multiple instances, the Department made posts encouraging and showing solidarity with Hollywood Assistants fighting for fair treatment as part of the #PayUpHollywood movement. Additionally, branded graphics with the IA logo expressing solidarity with striking Chicago teachers and GM workers were effective in connecting the IA with the greater labor community and were shared by the AFL-CIO as well as other labor organizations.

In order to better engage the membership, the Communications Department has been testing ways to facilitate two-way conversations with members using social media. In the fall, members were asked about what kind of content they would like to see more of on the IA's social pages. Multiple members stated time-lapses of IATSE builds would be of interest, and when the Department eventually shared some, they were extremely popular. The Department also facilitated an open-ended survey on behalf of the IATSE Green Committee asking members for feedback on how the IA can help to improve environmental sustainability throughout the industry. The Communications team not only manages several Facebook groups, including IATSE Young Workers, IATSE Political Coordinators, and IATSE Communicators, but it has also been emphasizing informal participation in various unofficial Facebook groups to build rapport, facilitate inter-member connections, and field hard-to-answer questions.

The Communications Department continues to implement a more data-informed approach across all digital media assets, but especially on social media. By tracking a new metric called "Conversion to Social Action", the Department can measure what kind of content resonates most with members and inform future content decisions. Director Loeb thanked Social Media Strategist and Trainer Beth Becker for her role in researching, developing, and subsequently sharing this metric with the IA Communications team.

The Department remains available to support local unions and active members in their own efforts to utilize social media effectively. In December the Department released the third edition of the International's Social

Media Guide to reflect the 2020 versions of Facebook, Twitter, and Instagram. The guide also features information on free tools the International uses to create and find content to post. This guide will serve as the basis for the next iteration of the one-hour "Social Media for Union Action" training presentation, which is slated to be first presented at the 2020 Young Workers Conference. Director Loeb encouraged those who manage social media accounts on behalf of their Locals to connect with the Department for training and best practices.

Email continues to be the most effective way to communicate directly with members. The Department sent thirty mass email broadcasts from Action Network in the second half of 2019, spanning a variety of topics and departments. Emails sent from the International during the period had a median open rate of 52%, compared to 47% for all email blasts sent since 2016. In one instance, the Communications team broadcasted Behind the Scenes Charity's "Survey to Assist in the Development of a Mental Health and Suicide Prevention Initiative in the Entertainment Technology Industry" to all members. This email proved effective, as it drove roughly 2,000 IATSE members to the online survey.

The International's email program is benefiting from the Department's shift towards a more data-informed strategy.

The Communications Department is emphasizing helping Locals bolster their own email programs. Action Network, the email platform used by the International, is available for FREE use through the AFL-CIO, and demonstrations and training are available through the Department. Interested Locals should reach out to the Communications Department to get started.

Both email and social media play essential roles in collaborating with other Departments. For example, the Department continued to use email and social media to inform members of the educational opportunities available to them. Social media posts and emails that solicited applications for the various courses offered by the Education & Training Department have generally been effective in filling those classes. Additionally, the Department has continued posting about the offerings of the Training Trust Fund each Tuesday with the #TTF'Tuesdays hashtag. Communications Director Loeb thanked TTF Executive Director Liz Campos and Communications Coordinator Luz Vasquez for continuing to provide TTF branded graphics and catchy captions for these posts.

The Communications Department has also emphasized collaboration with the Political/Legislative Department. Shortly after the International welcomed

Director Tyler McIntosh and Assistant Director Claire Pozek in the second half of 2019, the two departments have held weekly Poli-Comms meetings to discuss joint strategy ahead of the monumentally important 2020 election cycle. In these meetings the Communications Department assisted in the development of many of the Political and Legislative Department's new resources, including providing graphic design for the PAC one-pager and assisting on language in the 2020 Federal Issue Agenda. Additionally, the Communications team broadcasted key information to members in Louisiana, Virginia, New Jersey, Mississippi, and Kentucky regarding elections being held in 2019. The election results in Virginia and Kentucky proved to be a massive win for IATSE families and the Department assisted in publishing statements on the IATSE website and on social media. Finally, the Communications Department continues to play an integral role in engaging the Political Coordinators through email and the IATSE Political Coordinators Facebook Group.

The Department's collaborations with the Canadian Affairs Department have effectively engaged and informed IATSE Sisters, Brothers and Kin in Canada. The Department distributed several press releases by the Canadian Office about organizing victories and volunteer opportunities, as well as information for the Canadian Federal Election, which was covered more comprehensively in the Canadian Political Report. International Representative Hurdon reported that the Department teamed up with Reelworld Film Festival, which screens films and provides professional development for Canada's racially diverse and indigenous filmmakers. In pursuit of improving diversity and inclusion in the IATSE, Hurdon helped publicize a survey to Canadian BIPOC (Black, Indigenous, People of Colour) members to get a sense of how many BIPOC are working in the Canadian film industry, what type of work they're doing, and what kind of assistance Reelworld might be able to provide. As a result, the festival saw a noticeable uptick in survey participants.

Going forward, the number one priority of the Communications Department is to expand the IA's communications capabilities and establish a comprehensive cycle of engagement that is capable of having a meaningful impact on organizing and contract negotiations campaigns. The IATSE Communications Department has re-established the infrastructure and best practices necessary to add mass mobile texting to the arsenal of tools available to assist IA organizers in their campaigns.

Finally, the Department has been exploring a more modern solution for the website. In addition to being

an information repository, the next generation IATSE website will serve as a digital organizing hub for members and entertainment workers in general. Completion and launch of this website are scheduled to be around the 2020 Mid-Summer meeting of the General Executive Board.

Director Loeb reported that having all five spokes of the cycle of engagement (email, social media, SMS texting, press relations, and a website up to current standards) will become necessary to run effective comprehensive digital campaigns in the next decade. The International is addressing these issues to ensure the IA continues its growth well into the digital age.

President Loeb thanked the Communications Department for its work. In doing so, President Loeb noted that the Communications Department's collaboration with the rest of the IA departments is crucial to the IA's future success on all fronts and that the IA will continue to identify and support communications initiatives to better serve and engage the membership.

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

Leadership Development Week

Last year's popular and successful IATSE Leadership Development Week returns this spring, with a mix of repeat and new classes from which local leaders can choose. This format for leadership training was designed to enable local union leaders to customize their learning by selecting anywhere from one to three classes over the course of the week. This year, the sessions will be held in Chicago, IL from April 27 – May 1, 2020.

Courses will be:

Collective Bargaining

Labor Law

Local Union Trustee Training

Strategic Research for Local Union Organizing 101

Power of IDEA – Inclusion, Diversity, Equality and Acceptance

Internal Organizing 101

Mentoring and Succession Planning in Your Local

Applications will be in the next IATSE Bulletin and are available now on the IATSE website. Local leaders are encouraged to apply as soon as possible, as courses are expected to sell out.

Advanced Organizing 2.0

Organizing 2.0 course is improved with input from the focus groups conducted at last winter's GEB meeting which offered clear and concrete suggestions about the educational needs in the Locals to move IATSE Organizing to the next step. This input led to a revamp of the course curriculum.

The course was expanded from three to four days. The class continues to teach the core components in any campaign: labor law, research, communications and preparing for employer anti-union activities. It will also integrate the above into scenarios that are case studies of both a "Step by Step" model, (common in Stagecraft and fixed facility organizing) and a short "Urgent Model" that has been used successfully in Motion Picture and Television and Broadcast Departments.

Two sessions under the new format have been held thus far; October 1-4 in Columbus, Ohio and December 10-13 in Houston, Texas, with a total of 56 organizers attending.

2020 sessions of this course will be held September 14-20 in Las Vegas, Nevada and December 1-4 in New Orleans, Louisiana. There is no 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 class was held December 11-13 in Houston, Texas, with thirty-one attendees from twenty-five Locals from both Canada and the U.S. 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. It provides crucial information for those who oversee the finances, books and records of their locals, and does so in a way that is comprehensive and understandable.

The next Secretary-Treasurer 2.0 training will be held in Cleveland, Ohio from October 5-8, 2020. This class will be expanded from three days to four, to permit more

time for questions and for in-depth study, in response to input from attendees at the class.

Local Union Trustee Training

The Local Union Trustee Training was held November 14 and 15, 2019 in New York City for twenty trustees from fifteen different Locals. Trustees gain the important knowledge they need to do their work, and they participate in a mock audit, using and learning simple procedures for auditing the books and records of their local unions.

The next session of this class will be offered at IATSE Leadership week, on April 27 and 28, 2020 in Chicago. This is a unique chance to learn about the duties and role of Trustees in a Local, discuss how their work fits in with the other work of the union, and deepen your understanding of good financial practices and fraud prevention.

IATSE Officer Institute

The original, five-day Officer Institute Training is now in its seventh year, boasting 886 graduates from 202 different Locals from Canada and the U.S. Last fall, forty-four students from both countries attended the most recent session in Minneapolis, Minnesota.

2020 will bring the 20th and 21st classes, February 10-14 in Phoenix, Arizona, and October 5-9 in Cleveland, Ohio. Applications are online and, in the Bulletin, and for this class only, financial subsidies are available for small Locals.

IATSE Training and Outreach Materials

Materials for IATSE Steward Training are now available to local unions. Since that time, more than sixty Locals, large and small, have requested this presentation and made it their own, tailoring it to fit their Locals and contracts. The presentation runs about two to three hours long and it is customizable to fit each Local's needs. The training is available upon request from the Education and Training Department in versions for both U.S. and Canadian Locals.

"Passion and Pay", shows the importance of union membership as part of economic security for entertainment industry workers. This resource is available upon request.

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. There are versions for both U.S. and Canadian Locals.

Since the Summer GEB meeting, the IATSE has sent instructors to Local 11 in Boston and Local 44 in Los Angeles, where both Locals shared the opportunity to attend with the other local unions in their towns. This presentation is particularly relevant now, as the U.S. prepares for Federal Elections this fall.

GEB Education Session

On Wednesday, January 29, two educational workshops were held, one for local leaders from the United States and another for Canadian leaders. Those from the U.S. learned about changes that have happened at Government Agencies since the 2016 elections. Canadian leaders had a tutorial on Canadian Labour Laws.

Staff Training

As is now our annual practice, the General Executive Board, International Representatives, and key staff will participate in the annual staff training from April 20-23, 2020. President Loeb, General Secretary-Treasurer Wood, and the members of the General Executive Board, and all representatives participate in this 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.

Labor Education Assistance Program (LEAP)

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. As of December 31, 2019, local leaders were reimbursed this year a total of \$19,863.76 in the U.S. and \$9,636.61 in Canada for a total of \$29,500.37 in 2019. The total program spending since the inception of the program in fall of 2009 to December 31, 2019 is \$104,883.58 in Canada and \$259,298.55 in the U.S. for a grand total of \$364,182.13. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap>.

Craft Skills and Safety Training

Entertainment Technician Certification Program (ETCP)

The Training Trust Fund reimburses IATSE workers the complete \$550 exam fee and re-certification fees to members who pass any of the ETCP certification tests. Members are strongly encouraged to take the ETCP examinations in order to achieve certification in their areas of expertise.

INTIX Tradeshow

The Education and Training Department assisted the Treasurer and Ticket Seller Locals again this year at the INTIX conference. Members from Treasurer and Ticket Seller Locals from Chicago, Los Angeles, New York, DC, and Philadelphia attended INTIX 2020, including an IATSE networking breakfast hosted by Local 751. They attended various education sessions and explored new ticketing, marketing, and customer-service technologies.

No group is being more affected by change and digital technology more than the workers in this craft, and attendance at events such as this highlights the need for organizing, communication, and outside the box thinking.

Digital Technology and Audio-Visual Education

The new Computer Essentials course was offered during the week of October 21, 2019 as a beta class for Local 99 in Salt Lake City. Five segments of the two-day class were offered, and after some refinements, the class was taught again during the week of November 12 prior to AV Essentials classes. It is ready for use by and for local unions. The course teaches basic computer literacy, which is a must for modern technicians in our business. It is available on request from the IATSE Training Trust Fund.

To go along with this training, the Department, in partnership with the Training Trust Fund, has developed a “Computer Essentials” train the trainer program—a training program for Local instructors with good computer skills to teach this course themselves. In this way, any Local can help members who have few to no computer skills accelerate their working knowledge of working with a computer.

It has been a busy six months since the last General Executive Board meeting, with AV Essentials classes have been conducted in Philadelphia (Local 8), Kansas City (Local 31), Salt Lake City (Local 99), Austin (Local

205), Houston (Local 51), Seattle (Local 15) and Detroit (Local 38).

The Department has also presented Networking classes in Seattle and Phoenix. These courses represent a new offering from AVIXA, and present in one day most of the critical components workers need to understand Networking. Local unions may request this training through the Training Trust Fund, as well as a one-day Install class.

All local unions are encouraged to check out the Training Trust Fund website, where information on how to bring these and other classes to your Local is available. They can also encourage their workers to take advantage of the AVIXA partnership, which includes free admission to the InfoComm Trade Show, which will be held in Las Vegas, Nevada this year, from June 13-19, 2020. Attending the show is a great way to keep up with the rapidly evolving technologies that impact not just traditional Audio-Visual, but also crafts such as design, camera, art direction, audio, and lighting.

IATSE Craft Advancement Program (ICAP)

The ICAP seeks to make sure that the IATSE works 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. These members work to review and update current courses provided by the Training Trust Fund, develop new courses, teach classes themselves, participate in industry standards-writing, and give presentations at industry trade shows and events, such as the recent NAMM show, held in Anaheim, CA earlier this month.

OSHA

ICAP members and TTF staff have been at work developing an IATSE entertainment industry specific OSHA 30 course, which has been taught as a beta class in Las Vegas and in Northern California. This course will be available for qualified IATSE instructors to teach at their Locals by the summer, and is already available, on request, from the Training Trust Fund, especially in states and towns where OSHA 30 has become a legal requirement for department heads. An entertainment industry specific OSHA 10 Construction course has just entered the development phase and should be available by the end of this year.

In his first speech as President of the United

States, Donald Trump pledged that every decision he made would be to benefit the nation's workers, but his administration's actions regarding OSHA reveal this promise as hollow. Data released by OSHA reveal that enforcement is steadily declining each year under the Trump administration. OSHA has drastically cut back on the more complicated and impactful inspections. OSHA also has the lowest number of inspectors on board at any time in the agency's history, and the lack of staff is contributing to the decline in enforcement activity. Further, OSHA has all but stopped issuing public notices about its enforcement activity, thereby abandoning the deterrent effect this publicity creates. Cutting back on workplace safety enforcement has detrimental consequences for workers.

IATSE workers are encouraged to understand the laws and best practices regarding entertainment workplace safety, such as those provided in the OSHA trainings, so that workers can continue to be safe on the job, irrespective of how the political winds blow in Washington. Everyone must keep IATSE workers, coworkers, and the general public safe in workplaces.

Safety and Health Observances

Spring and summer will bring annual observances highlighting worker health and safety.

March is National Ladder Safety Month (American ladder Institute) in the U.S. and a great time to teach workers about fall prevention and correct use of a common and often-misused tool.

Worker's Memorial Day (US)/National Day of Mourning (Canada) will be on Tuesday, April 28th, which will be observed by the IATSE with its annual moment of silence, across both countries.

Safety and Health Week, also known as North American Occupational Safety and Health (NAOSH) Week is once again celebrated during the first full week of May.

OSHA's Heat Illness Awareness campaign kicks off in May, and continues through the summer, and in August we will celebrate OSHA's "Safe and Sound" week, for which the IATSE is an official partner.

Behind the Scenes Suicide Prevention and Emotional Wellness Initiative

Behind the Scenes is an industry charity that provides financial assistance to entertainment workers due to serious illness or injury. The Fund provides early access

to mental health and addiction counseling by assisting with the associated financial burdens. For individuals seeking counseling, funds are issued as a subsidy on a per visit basis to encourage a longer-term client/therapist relationship. Grants are also available for in-patient or intensive out-patient recovery programs.

There is great demand for these programs, and last fall, in response to concerns about the rising number of suicides and the prevalence of alcohol/substance misuse with our industry, BTS began work on a suicide prevention and emotional wellness initiative. The goal of the initiative is to provide easily accessible information, tools and resources to members of the entertainment technology industry that will offer:

- Resources for individuals to make it easier to self-identify issues and seek help in early stage as well as crisis situations.
- Tools and training that will increase industry members' confidence about how to reach out and help individuals in need of support.
- Employers and supervisors with tools and resources to become effective leaders in:
 - Changing the culture regarding mental health.
 - Identifying and supporting at-risk individuals.
 - Responding to a mental health crisis such as suicide or accidental overdose.
 - Reintegrating individuals who have been impacted by a mental health or substance misuse crisis back into the workplace.

The International is one of the primary stakeholders joining in developing this initiative, along with other groups, including NBCUniversal, The Broadway League, MusiCares and individuals and subject matter experts from around the country willing to share their unique knowledge of this subject.

The first step in developing the program was a survey conducted in November, circulated widely through the industry. The survey received good response from the industry with over 3300 people completing the survey, many of them self-identifying as belonging to the IATSE. Many people shared their stories about personal challenges and struggles or those of friends and family.

For those who did not participate in the survey but would like to be kept informed of the initiative's progress or participate in future surveys, please email mh@btshelp.org. Locals and individuals can also help by

making a donation, large or small, to behind the scenes at <https://wp.behindthescenescharity.org/product/donate/>.

Student Outreach

Roundabout Theatre Partnership

Roundabout Theatre/IATSE Workforce Development Program is beginning to bear fruit. The fifth cohort begins this spring and tangible progress is being made toward breaking down barriers that prevent young New York City students from joining the industry. The program is cultivating a more diverse technical theatre workforce. Fellows of the first three cohorts are taking calls with Local One, and one passed Local One's highly competitive Apprentice Exam. Another is already a member of Local 764 and developing a reputation as an in-demand milliner, and two will soon take the USA 829 Apprentice test. Almost all are busy getting experience at a range of theatres, festivals, and shops, both on and Off Broadway.

Hidden Career Path Days, now in its eighth year, started the momentum for this kind of outreach. This program exposes New York City high school students to career paths in technical theatre and raises awareness about the IATSE and unions. Local One member-volunteers led mini-lessons this fall on skills in Electrics (October 25), Stagecraft (November 15) and Sound (December 6). The program has existed for such a long time that the wonderful Local One members who assist are literally too numerous to mention, but International Vice President and Local One President Jim Claffey and Local One Trustee/Sisters Committee Chair Eileen Macdonald are constant leaders and strong supporters and inspire their volunteers.

The Education and Training 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 Teachers, held this year on October 31, where representatives from several New York City Locals shared details about the work they do with over 200 high school students.

President Loeb remarked that education and training are integral to everything done by the Alliance. He noted specifically that the ICAP guides industry training priorities and its work in that regard is exemplary. He acknowledged the difficult subject of emotional health reminding those in attendance that the Fourth Quarter of the Bulletin was focused on mental health and wellness. He stated that "there must be a place where members can go if they are in trouble and in need of help." He noted that the student outreach continues to expand and is

introducing diverse workforce to the Union. With regard to skills and certifications, he emphasized that every stage worker should have whatever ETCP certifications are available for their fields of expertise, noting that there is no excuse not to especially when the Training Trust Fund will pay for it. He also encouraged local unions to bring into membership everyone in their jurisdiction who already has the various ETCP certifications because these workers already have jobs in the arenas and venues. Regarding INTIX, he reiterated that the Treasurers and Ticket Sellers must be present at these trade shows and must become adept with the technology in ticketing if they are to remain viable, going concerns. Any box office unions which are not attending such conferences should contact the Education and Training Department for information.

Vice President Barnes recalled that ten years ago, President Loeb talked about a vision for the Alliance that included education and skills training. Now, these are the foundations of every report and are intertwined in everything done by the International. Barnes observed that President Loeb's "idea is 100% successful."

President Loeb acknowledged Vice President Barnes remarks and observed that this training, skills and safety program is unmatched in the United States and Canada, teaching IATSE members to be the best leaders in the labor movement. He noted specifically that the programs are always improving and developing tools to build upon successes. He remarked that the program is only ten years old yet has yielded dividends that are unmatched. On behalf of the Board and the Alliance, President Loeb expressed his appreciation to Directors White and Cavanagh for their tireless efforts; to Representatives Adams, Jorgensen and Rowe for their tremendous joint efforts; and to the local unions for their support.

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 Department has been active in several established as well as new areas, working with members, Locals, and employers to further new and existing labor-management relations. In connection with these efforts, the Alliance continues to pursue new organizing efforts while sustaining competitive wages and benefits for broadcast technicians. Further, efforts have been made to promote consistency among local, regional, and national contracts while receiving important feedback from members about their interests.

In California, technicians in Los Angeles will soon have an opportunity to ratify another major employer's contract covering broadcast personnel. Members remain active around Los Angeles with numerous organizing opportunities arising. The Department and West Coast IA Locals representing broadcast technicians expect to capitalize on these opportunities. In the Bay Area, preparations are underway for new circumstances facing members. National crewer Program Productions has joined notable Bay Area employer SAAMCO as a principle player in the market. Local 119 representatives have been instrumental in exploring options for this unique situation.

Bargaining progress moves forward in certain areas concerning technicians in the Pacific Northwest. Successor contracts with approximately six crewers have been completed and executed covering Midwest markets. Direct negotiations for successor contracts with regional sports networks in Minnesota and Wisconsin are upcoming. As previously reported, these networks have recently been acquired by Diamond Sports Group, an indirect subsidiary of Sinclair Broadcast Group.

In recent months, the Department has commenced negotiations with Golf Channel for a new contract. Negotiations are ongoing. With the predecessor contract now expired, the parties should be reminded that the last time Golf Channel technicians stood together, they achieved significant gains by going on strike. The Communications Department has been engaged to assist with outreach regarding the negotiations and has been instrumental in publicizing the status of contract talks. It was noted that President Loeb recently travelled to visit a Golf Channel crew in Georgia. Crew members were grateful for his visit. The Alliance and the Golf Channel bargaining committee are committed to attaining a fair contract with improved conditions and economics. Meanwhile, Golf Channel steward training has been conducted in various locations. Representative McLendon has also conducted recent utility training for technicians, which will ensure that IATSE-represented utilities are well-positioned to serve on golf productions.

An agreement was reached with Big Ten Network (BTN) to cover technicians working in BTN's Chicago MICR studio, which provides central switching, mixing, graphics and capture playback services for most events broadcast on BTN. Through a series of meetings over recent months, the parties narrowed their differences and a contract has been reached offering technicians economic stability and putting them on a path toward equalizing their status with technicians doing similar work at remotes sites. BTN MICR technicians will receive annual wages increases, benefit contributions, and improved working

conditions. These are significant increases and substantial gains for a previously unrepresented workforce.

Broadcast technicians who overwhelmingly won IATSE representation in South Florida were recently rebuffed by their employer Fox Sports Florida, which refused to recognize and bargain with the union. The Alliance filed unfair labor practice charges, and Department representatives took deliberate steps to maintain solidarity and prepare for a protracted battle. The Department also explored other means of settling the dispute. In January 2020, a deal was achieved. Another prominent signatory employer is poised to take over the crewing operations of this South Florida network. In preparation for contract talks South Florida technicians have maintained routine contact with the Department.

The Department has a number of organizing initiatives. The Department's report described progress made in these various local and national markets. Representatives Allen, Conway and McLendon have been instrumental in these efforts. Those reporting expressed their thanks to President Loeb and the Board for the ongoing education, support and training that the Department's newest representatives have received in connection with ongoing organizing.

The Department's report also noted the continuing recent growth of e-sports. Representative Allen attended the SVG e-sport stadium tour in Arlington, TX. Along with Co-Director O'Hern, he also attended the SVG e-sports summit in Los Angeles. These visits offered valuable knowledge about the industry and its participants. The growth of e-sports will continue to be closely watched by the Alliance.

The Department also noted recently closed collective bargaining negotiations. Locals 745 and 796 have successfully concluded negotiations with a major employer. New contracts will provide future gains for technicians working in each Local's respective market. An agreement is also forthcoming between Local 762 and a major Chicago employer, replacing a contract that expired in October 2018. Technicians in Chicago have been receiving new economic benefits while the detailed contract (which also brings additional work under Local 762's jurisdiction) is finalized.

It was also noted that Co-Director O'Hern has assumed a seat on the Arts, Entertainment and Media Industry council of the AFL-CIO's Department of Professional Employees. He attended a meeting of the council in December. Participation in the council will keep the Department abreast of industry trends and may provide opportunities for bringing additional work under contract.

President Loeb remarked on the dramatic change within this industry. While we often encounter well-known employers, we also see others who are less collaborative. The only solution is to continue growing IA density. The Alliance is the best-suited union to provide freelance technicians in broadcast crafts (including e-sports) the conditions they deserve. Existing and emerging markets require skilled technicians and they will need representation. The IA will continue to support those technicians. He noted that the Broadcast Department is on the right track and will have his continuing support as well as that of the General Executive Board.

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 and Canadian Legal Counsel Ernie Schirru as well as District 11 member invitees Local 906 President Greg Mountain, Local B-906 Secretary Ashley Peck and Local 924 Business Agent Margie Bruer reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Montreal, Quebec (not covered in separate reports).

Vice President Lewis began the Canadian Affairs Report by reviewing status charts identifying the various formal and informal assignments the Canadian Office 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, with tremendous growth in organizing activities. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Activism

Vice President Lewis presented a chart detailing the various activism initiatives of the thirty-nine Locals in Canada. These projects included, among other things, clothing drives, food bank drives and fundraising for women's shelters as well as community clean-ups, participation in climate strike protests and marches and participation on strike lines in support of IATSE's various labour allies.

In addition, under the direction of the Canadian

Office, International Representatives attended several provincial labour organization conventions along with local area representatives in the past six months, including conventions in Newfoundland and Labrador, Prince Edward Island, Nova Scotia, Quebec, Ontario and Saskatchewan. The Canadian Office is also in the process of coordinating the attendance of its fifty-one delegates at the Canadian Labour Congress Convention scheduled to take place in Vancouver, British Columbia in May 2020, where IATSE CLC Delegate Siobhan Vipond will be running for a senior officer position. Vice President Lewis confirmed the IATSE's support of Vipond's candidacy and the assignment of Representative Salter as Vipond's campaign manager.

Education

The Canadian Office's Continuing Organizing Member Education Training (COMET) initiatives have recently been revised to include a mapping exercise, spearheaded by Representative Vergnano. The change was made to motivate and teach participating Locals how to identify organizing opportunities in their respective jurisdictions. In addition, the Canadian Office has also been encouraging Locals to invite their permit workers to the COMET training sessions provided by the Canadian Office in an effort to both identify potential salting opportunities and spread the word that IATSE is a union interested in representing all workers working in the entertainment industry.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals. In total, the Canadian Office is assisting in twenty-seven negotiations involving twenty-two Locals. A few of the bargaining assignments are still open and were not reported on. Some of the concluded assignments are summarised below.

Local 129 Hamilton – Stage

Local 129 secured bargaining rights through the certification of the Milton First Ontario Performing Arts Centre in September 2018. This is an interdisciplinary arts venue which is home to the 500-seat Mattamy Theatre, the multi-purpose MinMaxx Hall, the Holcim Gallery, the Del Ridge Community Room, and two art studios. A first agreement was reached which provides: jurisdictional protection, health and retirement benefits that increase over the life of the agreement, the introduction of daily overtime, monetary increases, minimum hours on call-backs, and an eight-hour turn-around. The Local

unanimously ratified this first agreement in November 2019.

Local 168 Vancouver Island – Stage

International Representative Julia Neville assisted Local 168 with securing bargaining rights with the Mary Winspear Centre in Sidney, British Columbia located on Vancouver Island in December 2018. In November 2019, Representative Neville also assisted the Local to secure a first collective agreement which was subsequently unanimously ratified in December 2019. Highlights of the three-year agreement include the inclusion of three assistant technical director positions (lighting, sound and audio/visual) in the bargaining unit, dental plan coverage and improvements to minimum staffing obligations and annual wage increases.

Local 210 Edmonton - Stage

Local 210 secured a renewal agreement with the Local's largest employer, the Citadel Theatre, which includes the Shoctor Theatre (proscenium stage); the Maclab Theatre (thrust stage); The Rice (a cabaret-style venue originally a black box theatre); Zeidler Hall, and the Tucker Amphitheatre. These negotiations were extremely contentious as a result of, among other things, the Alberta Provincial Government announcing significant cuts to the Theatre's funding. After one failed ratification attempt and the appointment of a mediator, the parties reached a renewal agreement in December 2019 which has subsequently been ratified. Highlights of the renewal agreement include improvements to vacation pay and wage increases.

Local 262 Montreal – Operators

Local 262's efforts to negotiate a first collective agreement for front-of-house employees working for Cineplex at two theatres following the Local's certification in 2014 have finally come to pass. As previously reported to the General Executive Board over the years, with the assistance of the International's Defence Fund, Local 262 efforts to reach a first collective agreement included conciliation, an interest arbitration and a judicial review as well as a further interest arbitration, a further judicial review and appeal and then a further interest arbitration. In December 2019, the Local, again with the assistance of the International, reached an agreement with Cineplex which sets the terms and conditions of employment not only for the two theatres certified in 2014 but also terms and conditions for the renewal agreements applicable to the nine other theatres which the Local holds bargaining rights for with Cineplex. Although the parties' lawyers are currently in the process of finalizing the written terms

of the agreement, highlights of the agreement which will operate until May 2022 include wage increases as well as retro pay of \$125,000 for the employees who were the focus of the litigation since 2014. The agreement also confirms all Union positions will be paid a starting hourly rate of no less than \$0.10 above minimum wage with regular increases based on years of service and/or changes in inflation indexes and/or minimum wage rates.

Local 667 Eastern Canada – Camera

In addition to representing camera personnel on scripted productions, Local 667 also holds bargaining rights for all technical, administrative and on-air talent at three CTV regional television stations in Northern Ontario which are owned and operated by BellMedia, one of the largest telecommunication companies in Canada. Representative Peter DaPrato was assigned to assist the Local in negotiations for a renewal agreement that expired in August 2019. Highlights of the renewal agreement ratified by the membership include better travel language, better language for temporary upgrades, and improved safety when travelling as well as wage increases.

Local 212 Calgary – Stage

Although not a collective bargaining initiative, it is worth noting that Calgary recently played host to the Canadian Football league's Grey Cup festival in November 2019. Local 212 secured work relating to seventeen individual popup entertainment venues giving rise to 168 different shifts and on game day, in addition to a massive stage for the Keith Urban half time concert, setup by 120 qualified hands in 345 seconds.

Local 295 Regina/Moose Jaw – Mixed

Again, although not a collective bargaining initiative, it is also worth noting that Local 295 successfully secured the work preparing the Mosaic Stadium located in Regina, Saskatchewan for the October 2019 National Hockey League winter classic game between the Winnipeg Jets and Calgary Flames. The Local received rave reviews from the NHL for the Local's skill and expertise.

Local 822 Toronto – Theatre Wardrobe, Make-up Artists & Hair Stylists

With the assistance of Representative Brett, Local 822 reached a renewal agreement with TO Live's Meridian Hall (formerly the Sony Centre for the Performing Arts). Highlights of the three-year renewal include annual wage increases and, most importantly to the Local, improved language regarding the Local's jurisdiction as it relates

to third-party users of the facility and the use of in-house wardrobe equipment as well as costume construction and maintenance.

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. Since this website update, the Canadian Office has seen a significant increase in the volume of email contact by workers visiting the website seeking information about work opportunities and possible representation from the IATSE. This contact has also given rise to legitimate organizing leads which the Canadian Office continues to pursue. As part of this pursuit, the Canadian Office has developed an English and French organizing pamphlet with the assistance of Operations Manager Richmond and Representatives Hurdon and Salter.

The Canadian Office continues to investigate the prospect of using electronic membership evidence in certification applications. Vice President Lewis reported that the Ontario Labour Relations Board recently issued a decision approving the use of electronic membership evidence in connection with applications for certification in Ontario, which adds to the decisions by the Quebec and British Columbia labour boards as well. The Canadian Office is now working with legal counsel to implement processes that will allow the Canadian Office to make use of electronic membership evidence in its various organizing initiatives.

A review of current organizing campaigns spearheaded by the Canadian Office was then provided by Vice President Lewis.

Building off of Local 669's success in securing bargaining rights for approximately fifty low budget productions in British Columbia each year with its Low Budget Agreement the Canadian Office is working with Local 891 to devise a strategy to secure bargaining rights for technicians also working on low budget productions in British Columbia as well.

Work continues with Locals 56, 262, 523, and 863 to identify and pursue organizing targets in the regional theatrical stage industry in Quebec with a view to securing both craft and front-of-house bargaining rights. Similar efforts are being pursued with Local 118 to identify and pursue bargaining rights for theatrical stage industry venues in the British Columbia Interior; and in particular the Okanagan area.

The Canadian Office continues its work with visual

artists working in Vancouver, British Columbia with a view to organizing the industry.

The Canadian Office continues its strategic alliance with the Art Babbit Appreciation Society (ABAS) on initiatives to organize the animation industry in British Columbia and beyond. Since IATSE's signing of the strategic alliance with ABAS at the last General Executive Board meetings in Montreal, Quebec, the Canadian Office has held meetings with ABAS to identify roles and responsibilities. More recently, the parties have created and delivered training with the assistance of Vanessa Kelly, an animation industry worker and member of ABAS recently hired by IATSE to assist in this initiative. In addition, IATSE and ABAS continue to lobby and advocate on behalf of animation industry workers with government officials in British Columbia as well. IATSE's alliance with ABAS and joint efforts to date have given rise to meetings and opportunities with animation workers in Halifax, Montreal, Toronto and Ottawa as well.

The Canadian Office continues to work with Local B-173 as well as Locals 58 and 822 on a Front-of-House Organizing Committee to identify and pursue front-of-house organizing opportunities. A website, Facebook page and paper pamphlets have been designed and produced to assist in this initiative. The Committees efforts have already given rise to organizing over sixty front-of-house employees working at the Yonge Centre for the Performing Arts as well as Artscape's venues.

Finally, the Canadian Office continues to pursue its organizing initiatives in the reality television industry with the Communication Workers of America to identify and pursue organizing targets.

Canadian Entertainment Industry Retirement Plan

Vice President Lewis reported that the Canadian Entertainment Industry Plan (CEIRP) continues to grow at an unprecedented rate while also continuing to offer additional services to members. With this growth, CEIRP is in the process of hiring its third full-time staff member, a communications and education specialist. Vice President Lewis then reviewed a chart confirming CEIRP now has assets in excess of \$655 million and, as a result, has also secured Investment Management Fee savings of 32%.

Canadian Office Renovations

Vice President Lewis concluded his report by advising that the renovations to the Canadian Office located on

St. Joseph Street in Toronto, Ontario are now complete. CEIRP continues to be a tenant in the building but now rents the entire ground floor. The first floor now serves as the Canadian Office's reception area while the second and third floors serve as office space for Canadian Office staff. Vice President Lewis thanked Operations Manager Nate Richmond, for his oversight of this project.

President Loeb thanked the Canadian Department for its work, noting the local activism, organizing and service to members and Locals reported upon was commendable. President Loeb also confirmed the IA's support for CLC Delegate Vipond's campaign for the leadership of the CLC.

IATSE LEGAL AFFAIRS

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

Counsel Schirru provided an overview of recent notable labor and employment decisions in Canada. In Ontario, the Ontario Labor Relations Board has confirmed, for the first time, that it would accept electronic membership evidence in connection with an application for certification as an exercise of Board discretion and policy (as opposed to legislation). Additionally, the Ontario Superior Court, in a case involving Local 58 and PSAV, unanimously dismissed a judicial review application seeking to overturn Local 58's certification as the bargaining agent for audio visual workers at the Sheraton Centre Toronto Hotel.

Elsewhere, the Quebec Superior Court found the Province's back-to-work legislation breached the Canadian Charter of Rights and Freedoms because it did not include a meaningful mechanism to resolve bargaining impasses. In British Columbia, the workers compensation tribunal recognized an employee's claim for compensation in connection with a respiratory illness as result of regular exposure to smoke/haze/fog while on a television production set. It was noted that this was the first provincial workers compensation tribunal to award compensation to a worker for such exposure.

The report also focused upon the Trump administration's impact upon the United States federal courts, and the National Labor Relations Board. General Counsel Dulaney reported that along with Congress, the Trump administration impact on the judicial branch has been profound. As of the Department's report, President Trump has appointed 187 judges to the federal bench. This includes two Justices to the Supreme Court, fifty judges to the U.S. Courts of Appeals, 133 judges to the

U.S. District Courts, and two judges to the U.S. Court of International Trade. He has appointed roughly sixty-three judges per year, more annually than each of the past five Presidents. It was noted that an increasing number of vital U.S. Courts of Appeals have a majority of judges appointed by a Republican president.

The current Supreme Court, with two Trump-appointed justices has decided significant labor law cases (*Janus v. AFSCME*, eliminating security agreements in the public sector; *Epic Systems v. Lewis*, allowing certain class action waivers by employees). It has also issued significant election law cases focused on partisan gerrymandering and registered voter purging. Pending before the Supreme Court this term are additional cases that may have an impact on working people. Currently pending are cases focusing on civil rights (whether federal civil rights laws protect the LGBTQ+ community), immigration (the Trump administration's decision to end Deferred Action for Childhood Arrivals), and abortion (a challenge to a state's restrictive abortion law).

Counsel Healy noted that the National Labor Relations Board (NLRB) has five seats, filled by presidential nominees who are confirmed by the Senate. Historically, the NLRB has been comprised of three members of the President's political party, and two minority members from the President's opposing party. The Board has had four members since August 2018 when Obama-appointee Mark Pearce's term expired. In mid-December 2019, the remaining democratic member of the Board, Lauren McFerran's, term ended. The Board now has only Republican appointees for the first time in its almost 85-year history. Member McFerran, the NLRB's last remaining appointee of President Obama had been the sole dissenting voice at the NLRB in Washington. She had been critical of recent Republic-majority decisions and proposed administrative rules that will disadvantage workers.

Up to and including President Obama's term, the NLRB had only engaged in administrative rulemaking sparsely (only four times over 80-plus years). The current Chairman of the Board has expressed interest in more administrative rulemaking by the agency. Importantly, the Legal Department described recently issued administrative revisions to the NLRB's election rules. In December 2019, the Board issued new rules to take effect April 16, 2020. They largely revise the representation case procedures in ways that significantly undermine the reforms implemented by the NLRB during President Obama's presidency in 2015. Under the primary changes of the new rules, virtually every time period is extended, prolonging the NLRB's election process. Under the revised rules, the minimum expected period from filing

a union election petition to a completed election and NLRB-issued certification in contested cases is expected to increase from 23 days to 78 days.

Other rules proposed by the Board (which are now pending and not yet issued in final form) include further changes to representation election procedures to allow a union election regardless of whether an Employer has been alleged to have committed unfair labor practices. More significantly, the NLRB's proposed changes would alter its policy surrounding voluntary recognition of unions by Employers. The proposal would repeal current protections against decertification for a voluntarily recognized union. Instead, employers would be required to post a notice stating that it has voluntarily recognized the union and provide employees a 45-day period to petition for an NLRB-conducted secret-ballot election. Former member McFerran noted these proposals would clearly discourage establishment of bargaining relationships by voluntary recognition. Also pending are NLRB proposed rules regarding the joint employer standard to be applied when determining whether two firms attain joint employer status.

Counsel White discussed a document available for distribution by the Department, which consists of summaries of thirty-two significant decisions and several memos by the NLRB's General Counsel since Trump took office. The document is available to any Local of the Alliance upon request. Attorney White described ten of these decisions during the Department's report.

These decisions will have significant impacts in future organizing cases and unfair labor practice cases. The Board overruled a 2011 decision that enabled Unions to seek elections in smaller bargaining units. As a result, it will be easier for employers to pack employees into a union's preferred bargaining unit, and therefore make it harder for unions to win representation. In a subsequent case, the Board ruled that it will now consider the "shared and distinct interests" of employees excluded from a proposed unit to determine whether they should be included (for example in this case, involving the Boeing Company, the Board decided that the only appropriate unit at a manufacturing plant was the entire plant).

Counsel White explained that in 2018 and 2019, the Board issued three decisions effectively limiting union access to workers at their worksites and the ability to engage in concerted activities on properties of third parties. As a result, union organizers may not have protected access to public areas at an employer's facility unless the employer has permitted other activities that are similar in form and purpose to union organizing. Importantly, *Tobin Center*, a 2019 case involved symphony employees who rehearsed and performed

at a performing arts center (the facility itself was not their employer). The Board held that facility could block symphony employees from leafletting on its property, concluding that access to the property would only be permitted if the third party symphony employees “regularly and exclusively” worked on the property and there was no other means for them to communicate their message. Since the symphony employees worked at this facility only eighty-five percent of the time, it was not their exclusive place of work and they could be banned from conducting their publicity.

The Board has also affirmed that it was not an unfair labor practice for an employer to misclassify employees as independent contractors. Consequently, employees who have been incorrectly told they are independent contractors will likely be reluctant to organize for fear that their activities would not be protected by federal law.

In Apogee Retail, a 2019 the Board decided to give more power to employers to enact policies requiring employee confidentiality during workplace investigations, including sexual harassment investigations. Under other notable decisions, employers will no longer be required to deduct dues from employee paychecks after expiration of the collective bargaining agreement. The Board also upheld a retail’s employee uniform policy, which restricted buttons and stickers, including union buttons and stickers.

Finally, General Counsel Dulaney updated the Board on the Legal Department’s recent and upcoming professional activities within the AFL-CIO Lawyers Coordinating Committee, the American Bar Association and in academia.

President Loeb thanked the legal department for its report. He noted the importance of these updates to the Board and others in attendance. This shows the importance of political activism. Electoral politics can lead to significant legal developments in the agencies and courts. Without reliable, pro-worker government leaders, judicial appointments and decisions that are bad for workers may have longstanding, destructive impacts on the Alliance and its members.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS

Political/Legislative Department Director Tyler McIntosh and Assistant Director Claire Pozek with Special Representative John Gates reported on the IATSE’s legislative priorities, departmental events, 2019 election results and outlined the IATSE 2020 political program with an overview of the 2020 election.

Legislative Wins

In the final legislative week of 2019, Congress passed a bipartisan spending deal that funds the government through September 2020. The budget agreement includes a full repeal of the forty-percent health benefits excise tax – known as the misnamed “Cadillac tax”. For nearly a decade, the IATSE and organized labor have been fighting to stop the tax from going into place. This victory for working families is the result of those efforts. Repeal of the forty-percent excise tax on high-cost health plans will protect IATSE members’ hard-won, quality health care benefits.

The budget deal also increases federal arts funding for the National Endowment for the Arts (NEA), National Endowment for the Humanities (NEH), and Corporation for Public Broadcasting (CPB) in Fiscal Year 2020. The NEA and NEH are funded at \$162.25 million and CPB is funded at \$485 million – increases of \$7.25 million and \$40 million, respectively, from 2019 funding levels. This increased funding will enhance support of IATSE working families, promote IA crafts, and ensure all will have access to the arts and entertainment.

Protecting the Right to Organize Act

Another bill with positive forward momentum in the House is H.R. 2474 / S. 1306, the Protecting the Right to Organize (PRO) Act. The PRO Act is a comprehensive labor law reform bill that restores fairness to the economy by strengthening the federal laws that protect workers’ right to organize a union and negotiate for higher wages and better benefits. This bill continues to be a top priority for the IATSE and the rest of organized labor.

Director McIntosh recognized International Vice President Daniel Di Tolla and all those involved with the “Stand with Rhino Workers” campaign, who helped coordinate a timely letter from Local 15 President Jennifer Bacon to Congresswoman Pramila Jayapal (D-WA) detailing the plight of Rhino workers in the Pacific Northwest. Director McIntosh delivered the letter to Representative Jayapal’s staff and the Congresswoman mentioned the Rhino workers in her comments during the successful markup of the PRO Act in of the Education & Labor Committee on September 25th.

The bill has 219 cosponsors in the House. A successful vote in the Democratically controlled House of Representatives is anticipated in the next few weeks, at which point the bill will move to the Senate where Majority Leader Mitch McConnell and the Republican majority will likely not consider it, or, worse, vote it down.

This will be one of the key issues for Democrats and organized labor to frame the 2020 elections.

Multiemployer Pension Reform

The nation is facing a looming crisis of failed multiemployer pension plans, such as the Teamsters Central States plan, that have been labeled as critical and declining.

In July 2019, the House passed H.R. 397, the Rehabilitation for Multiemployer Pensions Act, also known as the Butch Lewis Act, on a bipartisan basis. The IATSE-supported bill would establish a federal loan program for troubled plans meeting certain criteria. However, Senate Majority Leader Mitch McConnell has not brought the Senate companion bill up for a vote.

In November 2019, Senators Charles Grassley (R-IA) and Lamar Alexander (R-TN) put forward a proposal that would precipitate the collapse of the multiemployer pension system by shifting the burden to healthy multiemployer plans and their stakeholders via increased premiums, lowering of the discount rate, and a disgraceful new tax on existing retirees. This proposal would impose hefty new costs that even healthy plans – like the IATSE National Pension Plan and Motion Picture Industry Pension Plan – would be unable to survive.

Grassley-Alexander is merely a proposal and was not accompanied by legislation – but regardless, the IATSE submitted a letter expressing grave concerns to the Senate committees with jurisdiction of multiemployer plans, rejecting the proposal outright, and redirecting focus to the House-passed Butch Lewis Act. The IATSE opposes any proposals that would weaken the IA's financially stable, healthy pension plans and harm the IATSE's ability to provide retirement security to workers.

Trade / USMCA / Section 512

An area of significant legislative activity in recent months has been copyright enforcement as it relates to trade deals and passage of the new United States–Mexico–Canada Agreement (USMCA). The IATSE supports the labor improvements made in USMCA, but the trade deal includes an overbroad, outdated copyright safe harbor provision that allows online service providers to shirk responsibility for copyright violations on their platforms. Known in the U.S. as Section 512 of the Digital Millennium Copyright Act, it allows internet media businesses to profit from the theft of copyrighted movies and television programs exhibited on their platforms without paying creators.

On December 5, 2019, Director McIntosh participated

in a meeting of Department for Professional Employees (DPE) affiliates with U.S. Trade Representative (USTR) Deputy Ambassador C.J. Mahoney to discuss Section 512 and make a final appeal to exclude it from USMCA. Ambassador Mahoney contended that USTR's mandate from Congress is to export U.S. trade law abroad and Section 512 is law in America. Director McIntosh explained that this provision perpetuates digital theft and takes money out of the retirement and health plans of working people.

Director McIntosh has raised this issue with the staffs of Representative Linda Sanchez (D-CA) and Representative Judy Chu (D-CA), who brought the IATSE's concerns to the House Ways and Means Committee and urged exclusion of this rule from future trade deals.

Performing Artist Tax Parity Act

The 2018 Tax Cuts and Jobs Act eliminated Unreimbursed Employee Expenses as a tax deduction. IATSE W-2 workers lost the ability to deduct expenses, often significant, such as equipment, travel for work, and even union dues. This meant an industrywide tax increase for working class, union creative professionals.

Congresswoman Chu has introduced a new bipartisan bill, H.R. 3121, the Performing Artist Tax Parity Act that the IATSE has endorsed and is helping to advance on Capitol Hill. To restore tax fairness, the bill would update the "Qualified Performing Artist" tax deduction (QPA). Signed into law in 1986 by President Ronald Reagan, the QPA is a provision of tax law unchanged by the 2018 Tax Cuts and Jobs Act that allows performing artists the option to deduct expenses incurred in the course of their employment as an "above the line" deduction. However, the eligibility for the QPA has remained unchanged since it was passed – limiting the adjusted gross income ceiling of the taxpayer to \$16,000. This bill would increase the eligible income thresholds for the deduction to \$100,000 for individuals and \$200,000 for married joint filers – to make working class creative professionals whole again.

The Bill is in the early stages of building Congressional cosponsors. Locals will be hearing more in the coming months about how to help advance this bill into law.

Department Events Update

Since September, the Political/Legislative Department has met with twenty-three Members of Congress and twenty-seven Capitol Hill staff in a political or legislative capacity. The Department also participated in two

prominent events that showcased the behind-the-scenes work of IATSE members in the entertainment industry.

Anatomy of a Movie: Crazy Rich Asians

On October 29, CreativeFuture brought the creative team behind *Crazy Rich Asians* to Washington, DC for a panel on Capitol Hill, hosted by the Creative Rights Caucus. The panel included Costume Designer Mary Vogt, a member of IATSE Local 892, who shared fascinating behind-the-scenes insights into her craft and how the costumes came to be. The event was filmed and photographed by Bill Gray of Local 600.

Beyond the Red Carpet

On November 14, IATSE gathered with Members of Congress for the “Beyond the Red Carpet: Movie & TV Magic Day” on Capitol Hill in Washington, DC. The event offered lawmakers and their staffs a behind the scenes look at the creativity and talent of the film and entertainment industries. It also featured interactive booths including IATSE members Matthew Silva and Tess Fondie from Make-Up Artists and Hair Stylists Local 798 who transformed a model into an alien. The event was photographed by Frank McPartland of Local 600 and Local 22 was hired for the setup. Assistant Director Pozek recognized Business Agent Dan Dashman and Secretary-Treasurer Jack Curtin of Local 798 for making this event a reality and covering significant event costs in partnership with the International. Local 600 Associate National Executive Director Chaim Cantor was also recognized. Local 600 covered the rate of the still photographer.

2019 Election Recap

Statewide elections took place in several states last fall with significant victories for pro-labor candidates. In Louisiana, John Bel Edwards was reelected as Governor with vital support from the IATSE. Director McIntosh recognized International Vice President Phil S. LoCicero and Cory Parker of Local 478 for their tireless efforts in that race.

Democrats flipped both chambers of the Virginia General Assembly, giving the Democrats a trifecta in the state for the first time in over twenty-five years. In Kentucky, Democratic state Attorney General Andy Beshear defeated the unpopular, anti-labor Republican Governor Matt Bevin. In New Jersey, the pro-labor Democratic majority was maintained in the General Assembly. Unfortunately, the Republican trifecta was maintained in Mississippi—though Republican Governor-elect Tate Reeves won by one of the smallest

margins (6%) in recent state history over Democrat Jim Hood, a positive sign in a deeply Red state. Director McIntosh congratulated IATSE member Braxton Winston on his landslide re-election to the Charlotte City Council.

Political Coordinator Recruitment

Local union Political Coordinators are the primary infrastructure of the Alliance’s political and legislative activism. Special Representative Gates reported that 2019 was spent building and supporting that infrastructure and thanked President Loeb for his support.

Special Representative Gates reviewed the status of each District in terms of the percentage of Locals that have a Political Coordinator and reported that the Department has begun targeting Locals in key swing states.

Hart Research Survey Results / New Resources

Assistant Director Pozek reported that in June and July of 2019, Hart Research Associates conducted an online survey of over 600 current IATSE members. Key takeaways from that survey helped to identify priorities for the political program and necessary preparations for the upcoming election cycle. IATSE members want to see an increase of transparency, communication, and accessibility. The Department is designing resources that address these concerns. The Department is launching a quarterly newsletter to all IATSE PAC contributors that will detail IATSE PAC contributions from the previous quarter, along with legislative and political updates. In addition, a new Request IATSE PAC Support Form gives IATSE PAC contributors a simple method to request IATSE PAC support for a specific candidate or committee.

In January, the Department rolled out 2020 election one-pagers for each state to support Local voter registration and turnout efforts. This sheet provides important election information including election primary and caucus dates, voter registration and absentee application deadlines, as well as resources on where to find voter ID requirements and polling locations.

A 2020 election year timeline of political activism is in production and will be rolled out in the coming weeks. The timeline will highlight effective political activities and events that Locals can plan and the ideal time this election year to host them.

The IATSE PAC Report provides an update on the new, streamlined IATSEPAC.net website and user-

friendly PAC Guide which every Local is being sent a copy.

2020 Election Outlook

Director McIntosh urged every Local to develop a plan to engage their members in the 2020 elections. Local union leadership is one of the most trusted sources of information about politics.

The 2020 elections feature an unpredictable and unpopular president, a Democratic primary field bigger than any in history, and a narrow Republican Senate majority that will determine whether the next White House can achieve anything. The ability of the next president to carry out his or her policy agenda will depend on which party controls the House of Representatives and Senate in 2021.

Presidential

President Trump can afford to lose thirty-six electoral votes from the 2016 race and still win a second term.

Until the identity of the Democratic presidential nominee is known, it is difficult to gauge both parties' strengths and how they match up against each other state-by-state. The Political/Legislative Department is wasting no time in working with the rest of organized labor to develop and amplify messaging about this President's growing record of anti-labor positions since taking office.

Senate

The 2020 Senate map is well-defined. Democrats need to net four seats next year to guarantee a majority — but can control the chamber beginning on Jan. 20, 2021, if they net three seats and win the presidency. Republicans are defending significantly more territory than when they held their majority two years ago, but most of them are in solidly Republican or red-leaning states. The GOP is defending only two seats in states Trump lost in 2016 — Colorado and Maine.

Democrats appear likely to make modest gains, but Senate control still leans Republican by a razor thin margin at this point.

House of Representatives

Democrats currently hold 232 House seats — a 14-seat majority. Democrats appear likely to hold onto their majority in the House of Representatives.

Gubernatorial

There are only eleven governorships up next year, with most states choosing to hold those elections during midterm years. Currently the most competitive races will be in Montana — where Democratic Governor Steve Bullock was term-limited; North Carolina — where Democratic Governor Roy Cooper is running for reelection; and New Hampshire — where Republican Governor Chris Sununu, is running for reelection.

Democrat incumbents are favored to prevail in Washington and Delaware. Republicans incumbents are favored to prevail in Utah, North Dakota, Indiana, Missouri, West Virginia, and Vermont.

President Loeb thanked the Department for its very comprehensive report, noting that it was the best report he has heard from the Department. It is comforting to hear about the work of the Department. The information provided was wide-ranging, clear, and directional. It is vital for the IA to have a voice in legislation and policymaking that benefits the lives of IA members and their families. The Union must be politically active to do that. Political activism is one of the tools the Union has, and it must be used effectively to benefit the members. With the current composition of the Senate, there is no hope of getting progressive legislation enacted into law. President Loeb highlighted the importance of the Political Coordinators who are crucial to establishing a structure that will get the members activated in all states, but most importantly swing states. He encouraged members to be on the alert for the upcoming newsletters and updates from the Political Department during this critical election year.

IATSE DISASTER RESPONSE COMMITTEE

International Vice President Damian Petti, International Trustee Andrew Oyaas, Motion Picture and Television Department Assistant Director Daniel Mahoney, International Representative Wade Tyree, IA Safety Committee Chairman Kent Jorgenson and Local 478 Secretary-Treasurer Dawn Arevelo delivered a report on the IATSE Disaster Relief Committee's actions and initiatives. The Committee actively responded to recent wildfires in California, potential flooding events in the Southern U.S., and hurricanes on the East Coast.

The Committee reported that during the 2019 wildfire season, several incidents led the Committee to write and test response protocols for dealing with fires. To communicate information to IA members, International Vice Presidents and District 2 Co-Chairs Michael F. Miller, Jr. and Thom Davis authorized use of the District 2 website as a clearing house for information. Email announcements and notifications were distributed to

Locals providing information and resources available for members. The information circulated included: fire and evacuation information along with specific links to the evacuation pages for fire-affected areas; locations of shelters (specifying those that accepted pets); air quality websites with information about protections against smoke exposure; and traffic information. This process was repeated several times before the West Coast wildfire season was over. Information about services available from the Walsh/Di Tolla/Spivak Foundation and other agencies like the Motion Picture Television Fund, and The Actor's Fund was made available to members who needed help recovering from the fires. The Committee learned important lessons from these events and was proud help people needing assistance.

During the late summer and early fall of 2019, the Committee maintained contact with IA Locals in Texas, Louisiana, and Mississippi regarding tropical storms and the potential flooding impacts from them. Fortunately, none needed assistance. In late August, Hurricane Dorian threatened Puerto Rico before veering away from the island. In preparation for a possible impact in Puerto Rico, the Committee assisted Local 494 with member communications and preparedness resources. As the hurricane's track changed, the Committee assisted Local 477 leadership with similar efforts as it appeared Dorian would strike Florida. Also, in the U.S. Atlantic region, the Committee made contact with Local 494 regarding potential needs from the effects of recent Puerto Rico earthquakes. As of the Committee's report, the Local expressed no immediate needs. On a Local level, Local 491 has designated funds to create emergency response packages for members, similar to the response package detailed in the Committee's last report at the Board's Mid-Summer 2019 meeting.

It was noted that Committee leadership has recently worked with the Communications Department on a statement of purpose about the Committee, which could be published on a new IATSE website. The Committee continues to work with the Communications Department on website content.

In conclusion, to create a stronger network, the Committee urged Locals to determine whether individuals within their membership would like to assist the Committee by serving as Local Relief Coordinators.

The Committee proposed other matters to consider and discuss at a Local level, including: Membership meeting talks and brainstorming on some of the Committee recommendations; considering Local cyber plans in connection with disasters; phone call and email protocols (e.g., are emails prepared with the emergency procedure information that can be quickly dispatched

and has a sender been designated); consider the resources that can be easily accessed; assess the best ways each Local may support members and how can Locals help each other. Trustee Oyaas noted that the Alliance is a family and we all should be prepared to help our family when needed.

President Loeb observed that the Committee is developing important knowledge about disaster response and stands prepared to make resources available to members in need. He noted that the Committee is fully capable of providing such support and the Alliance will continue to support the Committee's work.

IATSE GREEN COMMITTEE

International Representative Stasia Savage and Local 891 President Keith Woods reported to the General Executive Board on the activities of the IATSE Green Committee since the last meeting.

The Green Committee has reached out to various groups and individuals across the U.S. and Canada to determine how the Committee might assist in promoting sustainable practices.

In the fall, with the assistance of the Communications Department, a successful survey and social media post gained several suggestions on how to reduce the carbon footprint within the entertainment community. The responses ranged from small-scale efforts within households to large-scale endeavors that could be taken on.

The top three most popular suggestions were:

- donating used and leftover materials such as props, sets, costumes and other items to colleges and community groups;
- sending unused and leftover catering and craft services to those in need; and
- eliminating single use plastic water bottles.

Other popular suggestions were producing less paper; creating incentives for utilizing public transportation, idling rules for transportation vehicles, requiring compostable catering materials, and mandatory recycling for productions.

Many of the suggestions were met with further discussion on the different challenges that members have faced in trying to implement some of these practices. In some communities donating leftover food is prohibited; in some jobs carrying a re-useable metal water bottle

is hazardous; and often productions find it easier and cheaper to dump leftover goods than take the time to sort and donate. There was an overwhelming theme from those who participated that the industry in general is wasteful and getting the conversation started is valuable and necessary.

Survey participants wondered what the IATSE offices are doing to promote sustainability. In Toronto, the office tries to maintain as little paper as possible. File cabinets have been removed as everything is scanned and stored electronically. During recent renovations, the office switched to LED lighting and all documents for the Canadian Convention are now distributed electronically rather than printed.

In the General Office, New York City and state mandates on recycling are strictly followed. The office also encourages practices such as reusing paper for scratch or printing double sided and uses recycled paper for copying and printing. As these offices are newer, they also have energy efficient lighting, heating and cooling systems and use cleaning products that are safe for the environment.

During the move and renovation, the West Coast Office incorporated a variety of environmentally friendly materials and systems to optimize energy efficiency and healthy work environments. The carpeting is made from recycled materials and the landscaping is all drought tolerant planting material.

All the IA offices have recycling bins readily available. Additionally, they recycle toner cartridges, and encourage staff to reduce and reuse as much as possible. The Canadian Office has outdoor charging stations for electric vehicles, and they will also be installed in the West Coast Office.

As the Convention in 2021 approaches, the Committee would like to encourage Locals to consider purchasing swag items from environmentally friendly resources that are made either in America or Canada.

Some of the Canadian Locals have been working on a Pact for Sustainable Action that was spearheaded by the Creative Industries Pact in connection with Green Spark Group. The Pact is an aspirational document for the creative industries, encouraging voluntary action. It references international agreements to ensure the industry is aligned with and committed to local and global climate goals and encourages any organization to work toward the outlined goals and objectives in their own way and context.

The Pact applies to corporations, public agencies,

member-based organizations, film schools, film commissions and any organization working in or with the creative industries that is willing and able to work toward the pledges within.

Numerous organizations and guilds are supporting this pact and the Committee is conducting further research to determine if this falls in line with the goals and values of the IA. The Committee will present further information on this when it is available. Anyone interested in further information about the Pact, can visit www.creativeindustriestpact.com.

The Committee continues to have a dialogue with the Broadway Green Alliance. The BGA aims to implement Green captains on every Broadway and off-Broadway production, on Broadway tours, and in touring venues across the country. There are chapters in Chicago and Philadelphia and in IA Locals One, 764, and 798. The Alliance has a variety of programs in place to encourage recycling, reducing waste and in general promote environmentally friendlier practices at shows and in the theater community. The Committee recently caught up with a few of the IA captains and will highlight their work in an upcoming Bulletin article.

To further the conversation about what the IA can do to promote green practices or to suggest an IA member or event to spotlight please reach out to iatsegreen@iatse.net.

President Loeb thanked the Committee for its report. These ideas and plans require cooperation, including cooperation from the employers. The examples in British Columbia provide a great example of how this can work in the industry amongst all stakeholders. The Union must continue to do its part in this area, and the Committee is doing a great job in providing direction.

IATSE NATIONAL BENEFIT FUNDS

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

The increased growth in employer contributions in calendar year 2019 was 13.73% over the same period in 2018. Receipts for the year were almost \$475 million. Net assets of the Funds have surpassed \$2.2 billion as of December 31, 2019 which is a 20.66% increase in net assets from a year ago. Compared to total net assets of \$1.2 billion as of December 31, 2014, asset levels have increased by over 81%.

As of January 1, 2020, the IATSE National Health & Welfare Fund provides health coverage to almost 51,000 lives in one of its eight different plan options. This represents an increase of 25% since 2016.

The IATSE Annuity Fund now has over 83,000 active accounts with retirement account balances in individual self-directed accounts at the Wells Fargo Retirement Services division. As previously reported, this division has been acquired by The Principal Group. A formal transition is expected to occur in the spring of 2021. Principal has an excellent reputation in retirement services and the National Benefit Fund Trustees are confident that the transition will be smooth. Preparation work for this transition is already occurring.

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.

Newly designed, easier to navigate, Summary Plan Description booklets (SPDs) for Pension Plans B and C, the Medical Reimbursement (MRP) Guidebook, the Health and Welfare Fund's Benefits at a Glance, the Retiree Only MRP Guidebook and the Employer Contributions & Collections Guidebook have all been updated and restyled. They have been distributed and are easily found on the Funds' website. The newly designed booklets have hyperlinks on the website to make navigation much faster and easier. Health Plan SPDs for Plans A and C are in final review and should be distributed and posted within the next few months.

The Funds' newsletter, "Behind The Scenes," was reorganized and restyled to be visually consistent with new SPDs. Its debut issue was mailed to all participants in November 2019.

It was also noted that the Funds' response time when participants call, email, and fax the Fund office continues to improve. The addition of specialty services, including dedicated Annuity Fund and MRP claims representatives have advanced this process.

The Funds will soon begin the process of refactoring, redesigning, and adding new features (including pension estimates) to its website. The project is expected to take between 18 and 24 months to complete.

The Funds are also continuing to work with a vendor on a new computer software database system. This is expected to take between four and five years to complete but it will (among other features) allow electronic employer contributions. It is expected to improve performance and response time to participants.

In conclusion, General Secretary-Treasurer Wood noted the exponential growth of the National Benefit Funds since 2002. At that time the Funds were valued at approximately 360 million dollars. As previously noted, in comparison as of December 31, 2019, the Funds' were valued at approximately 2.2 billion dollars.

President Loeb thanked the Union trustees for their report on the status of the plans. The National Benefit Funds have offered local unions of the Alliance an opportunity to bargain meaningful benefits into their contracts and provide significant assets to IA workers. The plans are in excellent financial shape and President Loeb again expressed his thanks to the Union trustees for their contributions to the successful management of the Funds.

IATSE PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John Ford and Craig Carlson, and Political/Legislative Department Director Tyler McIntosh with Assistant Director Claire Pozek updated the General Executive Board on the status of the IATSE PAC since the last Board meeting.

General Secretary-Treasurer Wood began by reporting that for the period July 1, 2019 to December 31, 2019, the IATSE PAC received \$166,276.47 in contributions and made disbursements of \$56,200.00.

There were six significant one-time contributions which made up almost one quarter of the contribution amount. These were \$11,677 from Locals 4 & 52 at the Summer of Solidarity Event, \$14,410 from Local 764's Quilt Raffle, \$1,757 from Local 839's Post-It Fundraiser, \$2,142 from Local 705 & 892's Mixer Event, \$1,533 from the NYC Labor Day Parade and \$4,090 from District Convention events for a total of \$35,609.50.

There are presently 1,353 monthly credit card and payroll contributors (an increase of 101 from the summer Board meeting) from 180 different local unions (an increase of 27) and those contributions amounted to \$130,666.97 during the time period.

The contributions of \$56,200 from the IATSE PAC were contributed to twenty different campaigns and the State and Local PAC contributed \$19,000 to two campaigns.

New lapel pins have been designed for the three levels of PAC participation (President's Club, Leader's Club, and Activist's Club) and coincide with the \$40/\$20/\$10 per month contribution levels. Contributors in attendance at the General Executive Board meeting were given their

pins. Those not in attendance will receive their pins in the mail. All Locals are encouraged to inform their members of this new incentive. Future contributors will receive the appropriate pin.

New IATSE PAC Website

Assistant Director Pozek reported that the Political/Legislative Department has launched a new, streamlined IATSE PAC website (www.iatsepac.net) with several new features to make it more user friendly and accessible. Features include:

Member lookup / username reset – each IATSE member has a pre-created account based on information provided by each Local. A lookup feature has been added for members to easily reset their username with their last name and birth date. Members will receive an email with a link to reset their username. This information is updated monthly.

Updated payment portal / reoccurring contributions – when members visit the website to make a contribution, they can set the frequency – one-time or reoccurring – directly on the credit card contribution form, without a PayPal account, or leaving the portal. The portal still uses PayPal to process the payment securely on the backend.

“My Account” tab – with the new credit card feature, members will be able to use the “My Account” tab to track their previous IATSE PAC contributions made through the website.

“Resources” tab – the current and future resources outlined in the Political/Legislative Department report will be accessible in the portal on the “Resources” tab for members to download, print, and share at meetings and events.

New IATSE PAC Guide

Each Local will receive a copy of the new, revised IATSE PAC Guide. It is also available electronically on the IATSE PAC website via the “Resources” tab. The guide includes detailed information about the IATSE PAC including who can participate, ways to contribute, how to engage membership, FEC guidelines and compliance rules, and IATSE PAC fundraising. The revised guide will better serve members when they have specific questions about getting involved with IATSE PAC.

The fundraising guidelines include a step-by-step process members can follow to plan an event, information to ensure compliance with FEC regulations, and a list of several types of fundraising events.

Director McIntosh recognized Brothers Mark May and Jason Caccavo from Local 4 and Scott Templeton from Local 52 for planning and executing a Summer of Solidarity Event at Citi Field for a New York Mets vs. Los Angeles Dodgers game. The event raised \$11,677 for IATSE PAC. Brother Steve Kaplan and Sister Leslie Simmons from The Animation Guild, Local 839 were recognized for planning and executing a Post-It Note Show that raised over \$1,500 for IATSE PAC. Director McIntosh thanked all those involved in planning these events, and those who attended. These innovative events serve as a model for other Locals to benefit IATSE PAC.

President Loeb expressed his thanks for the report, as well as the efforts to streamline the process to make it easier to contribute to the PAC. He suggested strongly that now is the critical time to put ideas in this area into motion. The IA's leaders must lead. They must motivate the members to get involved because these efforts will directly benefit them. He noted that the response from the members when they are given the opportunity to get involved has been tremendous. Now is the time to engage in this critical work.

IATSE PRIDE COMMITTEE REPORT

International Representative Rachel McLendon, IATSE Canadian Office Manager of Operations Nate Richmond, Local USA829 Business Representative Carl Mulert, Local 884 Business Agent Doug Boney, and Local 631 Secretary-Treasurer Kimberly Holdridge reported to the General Executive Board on the IATSE Pride Committee's activities.

The Committee reported that approximately fifteen members of the Alliance attending the last meeting of the General Executive Board in Montreal took part in the Committee's pride lunch, which is open to all individuals of the LBGTQ+ community. The Committee planned a similar meeting for the current General Executive Board meeting and expects that it will become a recurring event at all future meetings of the Board.

The Committee also reported upon a recent meeting at the IATSE West Coast Office, which included members of the West Coast Locals. That group had useful discussions about the best ways to support transgender and nonbinary members (including ways to offer resources and support for members in transition).

The Committee also noted recent stances taken by the Trump administration before the Supreme Court concerning LGBTQ+ protections under Title VII of the Civil Rights Act and the concerns identified by federal government agency staff in executive branch agencies. Officials within the Trump administration's

Department of Justice, it was noted, have made legal arguments stating that the federal Civil Rights Act does not bar discrimination because of sexual orientation. The Committee also presented a map of LGBTQ+ protections in each U.S. state; pointing out that an employer could still fire people based on their orientation in seventeen U.S. states. In Canada all provinces prohibit similar forms of discrimination.

The Committee concluded its report by offering a brief presentation describing the use of preferred gender pronouns (e.g., “he, him, his;” “she, her, hers;” or “they, them, theirs”). The report, which had previously been given to representatives of Canadian Locals at their most recent Districts’ meeting in Winnipeg, emphasized the importance of understanding the meaning of transgender and nonbinary within the range of gender identities. The pronoun “they” for instance can be used as a singular pronoun. The Committee stated that mistakes may happen in addressing an individual with their preferred pronouns. If that occurs, the mistake can be simply corrected. The Pride Committee plans to develop pronoun pins for circulation to interested members and Locals within the Alliance. President Loeb noted that people everywhere are making progress toward understanding and inclusivity. However, it is often a long and hard road to change. He emphasized that every person deserves dignity, equality, and respect. The Alliance must be welcoming and understanding and celebrate humans for what they are. He noted that the lack of legal protections for workers that were described in the report are intolerable. However, as an organization the IA will continue to work toward inclusivity and fairness. He thanked the Committee for its report.

IATSE WOMEN’S COMMITTEE

International Vice Presidents Joanne Sanders and Colleen Glynn, Canadian Labour Council Delegate Siobhan Vipond, Representative Stasia Savage, and Local 487 Secretary-Treasurer Ellen Popeil updated the General Executive Board on the extensive activities of the Women’s Committee since the Board’s summer meeting in Montreal.

Women’s Committee Activities

At this mid-winter meeting, the Committee debuted new scarves and socks. By the end of their first day on the market, the scarves sold out. They, as well as the socks which also sold out during the meeting, are available for purchase through the IA online store. Vice President Sanders expressed sincere gratitude to Executive Director of Costumers Guild Local 892 Rachael Stanley and Melissa Brooks of Classic Incentives for their

assistance with the designs for the scarves and socks.

The Committee held its semi-annual meeting on Monday, January 27, 2020 with more than forty women in attendance. The major topic of discussion was how to mobilize IA women to get involved in the 2020 election and, in turn, motivate others to follow. The group also is developing a Women’s History Month program this March, celebrating key figures who played a role in the Suffrage movement. A sub-committee was assigned to research individuals and compile profiles that will be posted on social media. A proposal was also submitted to create Monthly Activities for Local Women’s Committees to increase activism. A sub-committee will develop this further and submit their ideas. Those Locals that participate will provide photos for posting on social media (or by other means) of the activity they chose. Further discussion included the continuing need for news articles to be submitted for the Women’s Committee Bulletin page and planning for the 100th Anniversary Suffrage Celebration at the Summer GEB.

On Wednesday evening the Committee hosted the Women’s Event at The Oaks in Dallas—more than seventy-five women joined in for an evening of networking and camaraderie. The 2020 focus on political activism continued by fundraising for the IA PAC. The group collected more than \$2,900 in cash and enrolled several monthly contributors to the PAC. Many of the women were already regular contributors to the PAC.

The program began with a celebration of women who were recently elected to Local office. Not counting those who were returned to office, more than a dozen women made history as the first female Business Representatives, Presidents, Trustees, At-Large Board members, and various first-time appointees to positions never previously held by women in IA local unions. Young women were well represented in the group and will serve as role models for others to step up and step out. Claire Pozek, Assistant Political/Legislative Director, briefly reinforced the 2020 Political Plan and encouraged attendees to get involved at their Local and with community wide labor events to mobilize voters. Vice President Sanders acknowledged Sister Popeil’s diligence regarding organizing the semi-annual networking dinners.

Local Women’s Committees

Local 52

Local 52 continues to encourage women attending Union Summer Schools and will again sponsor two women to the 45th United Association for Labor

Education Northeastern Women's Summer School in 2020. The Local encouraged new female members to run for Executive Board positions, resulting in the largest number of women ever elected to the Board. They are partnering with the IA Young Workers' and Green Committees to help make film sets more sustainable. Local 52 joined all NYC Locals for the Women's March on January 18th.

Local 476

The Chicago Studio Mechanics' Women's Committee has been focusing on teaching the new IA Steward Training class, union organizing, and Anti-Harassment class.

The work of the Women's Committee is helping to develop Local 476's Pride Committee.

Local 478

The Committee presented its newly developed and initiated Parental Leave Program which is available to other locals by request.

Local 600

Reported on their ongoing discussions and efforts regarding all aspects of the #MeToo Movement. Members continue to illustrate the importance of equalizing opportunities which hopefully will change the culture.

Local 667

The Women's Committee hosted a Self Defense class at the Academy of Self Defense in Mississauga. The Committee compiled a survey to measure the needs of the female members of the Local to better understand their issues.

Local 212

The Committee hosted a panel discussion which included a fundraising component for Global Girls in Film and Television (GIFT) Foundation. This event raised \$4,000 to support philanthropic projects focused on children, health, women and social help. In November, the Committee collected items for Handbags with Heart, run by Women in Need. The bags were filled with toiletries, gloves, personal hygiene items, etc. Twenty-nine handbags were filled and distributed. Toys were also collected. A Blood drive is scheduled for February 8, 2020 in memory of Leonard Schmidt who passed away in December of 2017. In celebration of International

Women's Day, the Local 212 Women's Committee and Diversity Committee are planning to hold a fund raiser for the Skipping Stone Foundation, committed to supporting and empowering transgender and gender diverse youth and their families.

IATSE 669

The Committee distributed a survey to determine its focus for the coming year.

The results included professional development workshops, events showcasing members' projects, guest speakers providing technical development, community engagement, and soft skills development. To support the Downtown Eastside Women's Shelter, the Committee packed purses and backpacks with toiletries, feminine hygiene products, socks, granola bars, water bottles etc.

IATSE 873

Local 873's Women's Committee held two events with guest speakers and time for all to mingle and get to know one another. The Committee also recently created a survey for all members who identify as woman or non-binary in order to gather information to help ensure the future objectives of the Committee better serve the women of the Local.

Local 800

The Committee was established by members of Local 800 who also serve on the Art Directors Guild council. The Committee hosted a Negotiation Workshop Masterclass, is developing a speakers' bureau highlighting successful women, and adopted the charity Together We Rise during the holiday season for which they raised \$1,200. All IA Locals in the Los Angeles area were asked to support the charity. The Committee participated in the 2020 Women's March. They are also working to empower and educate at-risk members by promoting the safety hotline and the Actors' Fund mental and legal counseling options. They also distributed a #TimesUp information packet providing members with the many options available to persons reporting abuse.

President Loeb applauded the new monthly contributors to the PAC. He remarked that he could not be more pleased to hear this report cataloging the extensive activities of Women's Committees throughout the International. He observed that the women of the International are the best and brightest in the labor movement. He remarked that the outreach, assistance, philanthropy, education, and activism exhibited by these Local Unions' Committees are extremely impressive;

these efforts have led and will continue to lead to greater solidarity in the Alliance. In less than five years, the Committees have permeated the International and the Locals, enhanced the International's profile, and strengthened the Alliance.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Jonas Loeb, International Representatives Allison Smartt and Wade Tyree, Communications Coordinator Steven Chaussee, and Canadian Office Operations Manager Nate Richmond reported to the General Executive Board on the activities of the Young Workers Committee.

The Committee reported that the second IATSE Young Workers GEB Social Networking outing at Pub St-Paul in Old Montreal, held during the 2019 Mid-Summer meeting of the General Executive Board, was a great success. The event brought together at least thirty-six members from around the Alliance to engage in conversations about current activities and trends in the entertainment industry. Montreal was well represented, and members in attendance took the opportunity to learn more about their Montreal kin members and their work in Quebec. The Committee thanked IATSE Local 262 Young Worker Stephane Ross for his assistance in planning the event.

The Hollywood IA Young Worker Coordinating Committee (HIAYWCC) hosted an entertainment industry open house event at the West Coast Office. This event focused on voter registration, familiarizing voters with the new Los Angeles voting system (VSAP), which will be utilized during 2020 election, and raising awareness about industry services. Representatives from the Motion Picture Television Fund, Actors' Fund, Motion Picture Industry Pension and Health Plans, First Entertainment Credit Union, and Contract Services hosted tables at the event. The event was well attended, and the Committee is hoping to hold one of these open houses biannually for new and prospective members. One of the benefits of the HIAYWCC is that Locals of all sizes and crafts with young worker committees at different stages of development can participate at whatever level makes sense for them. These Local young worker committees helped to create and set up volunteer committees, provide funds, hang posters, spread information about the open-house event on social media, design the art for the event, and provide swag for raffle baskets. The HIAYWCC teamed up with the L.A. County Fed to help collect toys for working families in LA. A total of 1,500 toys were donated by the West Coast Office and the Hollywood area Locals that participated.

Richmond reported that, in October 2019, Canadian Young Workers Committee (CYWC) Co-Chairs Andrew McAllister and Harrison Bye began holding bi-monthly video calls with all Committee members to discuss various issues of relevance to the CYWC and that he has participated in these calls as a representative of the International. These calls have served as a positive forum for IATSE young workers to both connect and share ideas. The CYWC is in the process of determining whether young workers from other entertainment industry unions in Canada will be extended an invitation to participate in future calls.

Finally, the Committee reported that it has been busy planning and facilitating the 2020 IATSE Young Workers Conference. YWC2020 will be held April 14-16 at the Millennium Hotel in Minneapolis, Minnesota. The conference will feature sessions including: History & Structure of the IATSE, Planning a Voter Engagement or Registration Event, a truncated version of COMET, Social Media for Union Action, Starting a Young Workers Committee in Your local, a round robin discussing the PAC, Committees, General Community Activism, E-board, Goal Setting, and guest speakers.

The committee has been busy facilitating the nomination and registration process, and 80 out of 100 young workers have already locked in their spots. The remaining spots will be released on a first-come, first-served basis.

Communications Director Loeb reminded local union officers to submit their nominations funding pre-approvals as soon as possible to guarantee their young workers a spot at the conference. Additionally, Director Loeb reminded Locals who have already submitted their nominations to ensure their young workers are booked to stay in the Millennium under the IA block of rooms. The final day to book is March 15th, 2020. Director Loeb encouraged anyone with questions about this process to email YWC@iatse.net.

President Loeb thanked the Committee for its report. The energy, ideas, and enthusiasm that result from the efforts of young workers will secure the Union for the future. The connections these workers are making with each other will be a great benefit to the Alliance.

LOW BUDGET AGREEMENT

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. with International Vice President and Director of Canadian Affairs John Lewis, Assistant Motion Picture Director Vanessa Holtgrewe, International Representatives Wade Tyree and Lyle Trachtenberg, General Counsel Samantha

Dulaney, West Coast Associate Counsel Jacob J. White, and members of the Bargaining Committee Doug Boney, David O'Ferrall, Chaim Cantor, Cecilia Friederichs, Colleen Donahue, Robert Denne, Randy Sayer, and John Fundus reported to the General Executive Board regarding the Low Budget Theatrical Agreement negotiations.

Negotiations for a successor to the Low Budget Theatrical Agreement were recently concluded. The Agreement covers low budget features produced in the United States and Canada.

President Loeb appointed a committee representing Locals with projects produced under the agreement. Proposals were solicited over the summer from all the motion picture Locals, which were then consolidated and reviewed by the bargaining committee. The following key priorities were developed during these meetings: increasing wages and benefits, improving working conditions (and using these new conditions as a springboard for inclusion in other agreements), and finding parity for wages with long-standing discrepancies.

Negotiations took place at the new West Coast IATSE offices in Los Angeles in early November. The Producers' desperately wanted very large tier increases, interchange of job duties within the technical and stagecraft departments, and the creation of "nearby hires", while protecting the Agreement's double time provisions.

As with most negotiations, working conditions were addressed first, and financial proposals were addressed at the end. Much was achieved in the first two days: twelve-hour turnaround (triggered after a seven-day workweek); the wage floor was increased for ultra-low budget productions; and, overtime was improved in years two and three of the agreement.

Rides or rooms will now be available to the crew after fourteen-hours worked, there will be an eight-hour minimum for prep and wrap days, Non-Deductible Breakfasts must now occur an hour before or after regular crew call and can be up to thirty minutes long. The off-production crew will be provided meals when working at the same site and time as the shooting crew, restrictions were imposed regarding cancellation of calls. The contract now contains stronger anti-discrimination language, with a clear dispute resolution process, for crew working in states with weak non-discrimination laws.

On distant location, weekly employees will be paid for holidays falling within their workweek, and a weekly employee cannot be changed to a daily employee to evade holiday pay.

Major progress was made in addressing wage parity. A long-standing disparity between hair and makeup artists, two positions that work side-by-side but have had a noticeable difference in wages across most of the Majors Agreements, has finally been corrected in a national agreement. Also, Production Coordinators and Assistant Production Coordinators wages have been increased significantly. These are important first steps towards correcting long-standing wage issues.

Script Supervisors are now guaranteed at least two days of script prep pay, and timing of scripts will be calculated separately and in addition to those two days.

Safety was addressed as well: safety hotline number(s) will be included with start paperwork, on set, and on call sheets. Any safety reports prepared by an environmental consultant shall be provided to the union.

The employers acknowledged that coordinators performing traditionally covered work will be covered by the contract, regardless of their department. Also, the Employer will give first consideration to a list provided by the affected Local when the Industry Experience Roster does not apply. Finally, workers will have a contractual right to obey a lawful picket line at their job.

The agreement also includes weather permitting/cancellation of call language from the Area Standards Agreement, proration for certain weekly employees, sick leave waivers consistent with the Majors Agreements, as well as limited Canadian holiday swaps in the same manner as the Basic Agreement. To address issues of diversity and inclusion, producers may consult with local unions on the hiring of one person per production from a bona fide training program.

The new agreement also contains annual wage increases, benefit increases that match the Area Standards Agreement in each year of the agreement, and the creation of new positions with set wage rates.

This is an important contract for many in the motion picture industry, and the International expects the production of low budget independent films to remain vibrant and healthy in North America for many years to come.

Chaim Cantor stated that the committee did not consider the employers' more onerous proposals and remained unified throughout the negotiations. He thanked Vice President Miller, Assistant Director Holtgrewe, and Counsel White for their work during the bargaining.

Doug Boney highlighted the importance of the improved no-discrimination language in the contract, and

thanked Vice President Miller for doing such a strong job in defending the proposal.

Colleen Donahue expressed her thanks to Vice President Miller and the bargaining committee for obtaining the long overdue wage increase for the production coordinator classifications.

Randy Sayer thanked the committee, Vice President Miller, and Assistant Director Holtgrewe, and highlighted the importance of achieving wage parity in the hair and makeup classifications. Vice President Miller noted that the bargaining committee remained unified throughout the negotiations on that issue.

President Loeb thanked the committee for their report, noting that the improved conditions in the new contract speak for themselves. It is difficult to achieve out-of-pattern wage increases. Achieving them here is a major accomplishment. President Loeb highlighted the importance of the improved no-discrimination language. The IA has done a tremendous amount of organizing in the low budget world, which has dramatically improved the lives of countless workers. He concluded his remarks by thanking the committee, and especially Vice President Miller, for their hard and successful work.

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, Colleen Donahue, Chuck Parker, 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, 2019, was approximately \$10 billion, an increase of almost \$800 million since year end 2018. The Pension Plan held \$4 billion in assets, followed by the IAP with \$5 billion. The Active and Retiree Health Plans held \$1.1 billion and \$98 million, respectively. As of October 31, 2019, the MPI Pension investment returns for 2019 were up 8.5% and through December an additional 2% return. The MPIPHP Directors reviewed the MPIPHP asset allocation earlier this month 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. This is achieved through increased diversification. This allocation and diversification creates a portfolio designed to achieve the plan goal of 7.5% annual return with the least amount of risk. This portfolio has about 40% less risk than peer portfolios.

Through October, contributed hours into the MPIPHP were 89 million. This is a 6.4 million hour increase over the same period last year. Employer hourly contributions are \$892 million through October, an increase of \$79 million from the same period last year.

Residual receipts of \$362 million have been received through October 2019. This represents a \$27 million increase from the same period in 2018. Residual receipts into the MPIPHP in 2018 totaled \$450 million through October and it appears they will exceed last year's residual contributions. The Directors continue to anticipate that these 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 generate increased contributions into the plans for theatrical length content. Due to the 2018 Basic Agreement, as previously reported, Netflix made large residual contributions into the MPIPHP in 2019. Those contributions are about one half of the increase in residuals from 2018.

There are currently almost 20,000 pension recipients. The Active Health Plan has over 54,000 participants and more than 109,000 covered lives. This represents a 4% increase in the number of eligible plan participants. The Retiree Plan consists of 15,000 eligible participants and 23,000 covered lives.

The MPIPHP reported that the reserve levels were at over twenty months in the Active Plan and almost thirteen months in the Retiree Plan through October. The reserve levels in both plans at year end exceeded the amounts necessary to trigger the thirteenth and fourteenth checks which were paid this past November to eligible retirees.

Recently, the MPIP with Aris Investments, Bridgewater and plan actuaries performed a Pension Stress Test to determine how the Pension Plan would fair 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 peer portfolios. The expected return is .6% above peers with a significantly lower equity allocation. The primary reason for the better return-risk ratio for the pension versus peer portfolio is because of the lower equity and higher alternative investment 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 Plan'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 does not mean defensive. In fact, over 80% of plan 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. He noted that it is vitally important that the Union remain politically active to stave off threats to the member benefit plans. He stressed that Plan investment returns and hours into the plans have exceeded assumptions over the past decade, keeping the plans in healthy shape. He observed further that the dip in funded percentage in the Pension Plan was anticipated as a result of the pension increase negotiated in 2015. It was also anticipated that the funding percentage would then increase, and that is what is happening now. President Loeb stated that, simply put, there is no crisis in the Pension Plan. He noted his appreciation to the Directors for their tireless work in maintaining the assets for Participants and their families.

OPERATION WARM 2019

International Vice Presidents Craig Carlson, John Ford, Colleen Glynn, and Patrick Keogh (Local 11); Frank Taylor (Local 2); Steve Altman (Local 110); Michael McCabe and Lucia Aloï (Local 311); Mark Hogan and Bradley Matthys (Local 476); and Thomas Pusateri (Local 769) reported on Operation Warm (OW), a not-for-profit organization providing warmth, confidence and hope to children in need through the gift of brand new winter coats. Vice President Carlson stated that Local 2 and he have volunteered with OW for the past three years. This year, seven IATSE local unions collaborated with neighborhood libraries and OW to provide between 150 to 400 coats each to underserved children in the Locals' jurisdictions. In addition to distributing coats, the Locals sponsored interactive games, sing-alongs, and gave books to the children. In order to participate, Locals only need to make a \$5,000 contribution; OW takes care of the logistics including purchasing the coats and working with libraries to distribute the coats. Vice President Carlson observed that the International's involvement with OW by helping people in need reflects not only the Activism Pillar of Success but also is of the highest calling. He noted that personalizing a coat for a child is the most

heartwarming thing he has ever been asked to do. Vice President Carlson said activism in communities provides opportunities for growth which strengthens the Alliance.

Vice President Ford expressed his appreciation to the Local 52 Executive Board and to Vice President Carlson for their encouragement and support. Sister Aloï stated that Local 311 has worked with OW for two of the last three years and the Local's involvement has garnered favorable attention, raising its profile in its jurisdiction. She thanked President Loeb and Vice President Carlson for their assistance and leadership.

President Loeb challenged local unions to expand the footprint of OW to every jurisdiction served by the International; observing that OW—at its most basic foundation—is merely people helping people. And, to demonstrate the importance he assigns to initiatives like OW, President Loeb and the General Executive Board pledged up to \$25,000 to Operation Warm for 2020-2021.

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 since the last General Executive Board meetings in Montreal, Quebec.

IATSE Engagement

The Canadian Office continues to work with its retained lobbyist, Isabel Metcalfe, on issues directly affecting the entertainment industry and IATSE members. To this end, the Canadian Office has established strong relationships with all major federal political parties through various meetings including Vice President Lewis and Representative Hurdon's meeting with Conservative Heritage and Culture Critic Steve Blaney and other conservative staffers in May 2019. With the assistance of IATSE Local 514 Business Agent Christian Bergeron, this meeting was followed up with Blaney attending a Quebec production set in August 2019 along with Vice President Lewis, Bergeron and IATSE Local 667 Business Agent Christian Lemay. In addition, Vice President Petti and IATSE Local 210 Business Agent Peter Gerrie had meetings with two Alberta Members of Parliament in their home ridings in Alberta. In August 2019, the Canadian Office worked with IATSE Local 873 to also coordinate the attendance of then Liberal Government's Heritage Minister, Pablo Rodriguez, at the Local 873 offices and training facility to tour the facilities and discuss the importance of the motion picture industry

to the Province and country. The Canadian Office also continues its lobbying efforts for a national pharmacare program and election reform.

The Canadian Federal Election took place in October 2019, resulting in the re-election of the Trudeau Liberal Government, this time with a 157 seats to form a minority government with the Conservatives taking 121 seats (up from 99 in the previous election), the Bloc Quebecois taking 32 seats, the NDP taking 24 seats (down from 44 in the previous election) and the Green Party taking 3 seats. Organized labour has traditionally fared well under minority governments and the hope is that trend will continue and will translate into, among other things, the implementation of a national pharmacare plan.

IATSE members across the country volunteered their time to engage in doorknocking, fundraising, literature drops and sign posting as party of the IATSE's engagement in the election process. In addition to IATSE and a number of Canadian Locals contributing close to \$150,000 to support the progressive messaging of pro-labour lobby group Engage Canada leading up to and throughout the election campaign, the IATSE was also involved in the entertainment industry's "Just Ask" campaign which had members commit to going to one campaign event to ask one question of candidates. The IATSE also had four members, from Local 891, run in the election as well.

In November 2019, the Trudeau Government announced its new list of Liberal Cabinet Ministers. Following this announcement, Vice President Lewis and Representative Hurdon attended a roundtable discussion with New Heritage Minister Steven Guilbeault to discuss the motion picture industry and to communicate matters of importance to the IATSE. In the weeks since the federal election, Green Party leader, Elizabeth May, and Conservative Party leader, Andrew Scheer, announced their resignation as party leaders, although both plan to stay on as Members of Parliament for the time being.

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, emphasizing its importance to the long-term interests of organized labour.

PRIDE AT WORK

Local 884 Business Representative Doug Boney reported to the General Executive Board about various Pride at Work events and activities since the last Board meeting.

In September, Boney attended the 20th Annual Los Angeles Equity California Awards. Equity California is the largest LGBTQIA+ advocacy organization in the United States. The awards honor individuals and organizations that work to create a world that is healthy, just, and fully equal for all LGBTQIA+ people. Two of the honorees this year were Jill Soloway and Ana Navarro.

The Equality Visibility Award was given to Jill Soloway for their work in telling the stories of transgender people in their shows, such as *Transparent*, and for their initiative 5050 by 2020, which aims to bring equity for people of color, persons that identify as LGBTQIA+, and people with disabilities to Hollywood by asking that leadership in the industry reflect the diversity of America in their executives and decision makers.

Ana Navarro, a Republican strategist and political commentator, received the Ally Leadership Award for being an outspoken supporter and ally for the LGBTQIA+ community and standing up to her own political party (Republican) to fight for equality. Ana held nothing back as she criticized members of her own party for their stand on queer rights and promised to continue her fight for the community.

In January, Boney attended the AFL-CIO Martin Luther King, Jr. Civil and Human Rights Conference in Washington, D.C. The theme was "Give Us the Ballot". The conference attendees heard speeches from AFL-CIO President Richard Trumka, AFL-CIO Secretary-Treasurer Liz Shuler; Dr. Toni Lewis from the A. Phillip Randolph Institute, and Glynda Carr from Higher Heights for America. There were two panel discussions on voting rights and the upcoming census. A reception was held on the first evening at the National Museum of African American History and Culture, with a panel discussion with Donna Brazile, Yolanda Caraway, Bishop Leah Daughtry, and Minyon Moore. The insight and wisdom these strong women shared was very inspirational and lit a fire under all who attended. Though they were forceful in their presentation that we must all fight for the voting rights of all, there were plenty of laughs among us as these old friends reminisced. Boney was also able to spend time with Vangeli Kaseluris and Kimberly Butler-Gilkseson of Local 764.

On the second day of the conference, Boney joined with a group that passed out boxes of food to elderly residents in a housing complex owned by a local church. Boney then attended three workshops. At the first, "Be the Change You Want to See", attendees heard from local union leaders who ran for public office. At the second, "When We Vote, We Win", attendees learned how to combat voter apathy. At the third, "The Struggle for Voting Rights", attendees learned the history of voter

suppression and the importance of having strong voter protection laws.

Boney remarked that the conference was incredibly rewarding, and he left feeling inspired and ready to work hard in 2020 to make sure every person in the United States is counted in the census, and to make sure progressives, and labor allies, are elected up and down the ballot.

Members who wish to get involved can visit the AFL-CIO website and join the following coalition groups: Black Trade Unionists; Asian-Pacific American Labor Alliance; The A. Phillip Randolph Institute; The Coalition of Labor Union Women; The Labor Council for Latin American Advancement; and, Pride at Work.

In March, Boney will attend the Pride at Work National Executive Board Meeting in Seattle, Washington.

President Loeb thanked Boney for his fine work in representing the IATSE at Pride at Work. The IA needs to not just be part of the landscape at these events, but part of the work that is being done. President Loeb concluded his remarks by offering the continuing full support of the Union.

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.

The new SoFi Stadium, which will house the Los Angeles Rams and Los Angeles Chargers, will open next season and host the Super Bowl in 2022. The Stadium is subject to a labor peace agreement. This is not just a stadium, it is an entertainment complex that will host concerts, awards shows, and other events. The SoFi Stadium will be the subject of future reports to the Board.

The International is engaged in discussions concerning several convention centers in Southern California. This Union's political activism has played a key role as the IA looks to organize work that has traditionally been non-union. This is an opportunity to expand work for IATSE members in the live event, theatrical, and trade show areas.

Vice Presidents Davis and Miller continue to represent the IATSE at the California Labor Federation, and currently serve on the Tech Organizing Committee along with other labor organizations.

There were recent changes at the Los Angeles County Federation of Labor. Teamsters Local 396 Secretary-Treasurer Ron Herrera, a good friend of the IATSE, has been elected president of the County Federation. Vice President Davis had served as interim president after former president Rusty Hicks was elected chair of the state Democratic Party. Vice President Davis continues to serve as Chair of the County Federation.

The California IATSE Council (CIC) continues to be active. Assembly Bill 5 (A.B. 5) was recently enacted into law. It was written by Assemblywoman Lorena Gonzalez, a friend of the IATSE. The new law will require employers to properly classify workers as employees, as opposed to independent contractors. Tech companies are committing huge resources to stopping the law, and Assemblywoman Gonzalez needs the continued support of the Alliance. It is imperative that we continue to assist politicians who support working families and organized labor.

Another piece of CIC-backed legislation, Senate Bill 271, will require employers to make contributions to California's State Disability Insurance program when they send employees to work out of state. This law went into effect in January.

Assembly Bill 1611 is currently before the California legislature and is being backed by the CIC. It would prevent surprise medical and emergency room billing.

Activism continues to be of vital importance to the West Coast Office. Dozens of members recently participated in the Dr. Martin Luther King Breakfast, and scores of IATSE members marched in the Women's March. International Representative Allison Smartt and West Coast Office staff member Carolyn Benane spearheaded the Union's participation in the March, which included a banner and matching t-shirt. The Motion Picture and Television Fund ("MPTF") Day at the Races event was replaced last year with the MPTF Day at the Lanes. The event raised a record \$180,000.

President Loeb and Vice President Miller continue to serve on the Hollywood Commission for Eliminating Sexual Harassment and Advancing Equality. The Commission hopes to promulgate a mission statement, and develop reporting guidelines and mechanisms as part of its 2020 agenda.

The new West Coast Office building has been completed, and staff moved in at the end of August. General Secretary-Treasurer Wood discussed this multi-year project. The old office building was sold for a significant profit. Renovations on the new building were

substantial and have increased the value of the building while providing a welcoming and professional work environment.

The new office features five meeting rooms/board rooms, spacious workspaces for staff projects, and room to host approximately 100 people in the largest conference room. Vice President Miller noted that the Union has already been able to host two negotiations, three card checks, various events and committee meetings, and training sessions at the new West Coast Office. In addition, the IATSE Pride Committee hosts its meetings at the new office. There was a noticeable increase in staff morale after the move. It is exciting to have the entire office staff working together on one floor. The third floor was also renovated and is now home to the IATSE Training Trust Fund.

Vice President Miller thanked the General Executive Board for recognizing the need for the building, and President Loeb and General Secretary-Treasurer Wood for their patience and for recognizing that providing sufficient workspace for the staff will be of benefit to the membership of the Alliance. These new facilities now reflect the IATSE's prominence as a labor organization in Los Angeles.

President Loeb expressed his appreciation for the report. He observed that the International simply outgrew the previous building. The new office will be a prominent and permanent home for the IATSE in Los Angeles. The International now has a great, beautiful, functional asset to use going forward. President Loeb thanked General Secretary-Treasurer Wood for his work in shepherding the renovation of the new building, and thanked Vice President Miller for handling the entire process in seamless fashion.

With respect to all the other work referenced in the report, President Loeb remarked that the Alliance is clearly reaping the benefits of the West Coast Office's activism, setting an example for Locals and members.

LOCAL NOS. 8, 752, 799, AND B29, PHILADELPHIA, PA

Re: CBA with The Regional Performing Arts Center

International Vice President and Local 8 President Michael J. Barnes, International Representative Daniel Little, and Local 8 Secretary-Treasurer Christopher O'Shea reported upon recent collective bargaining negotiations with Philadelphia's Regional Performing Arts Center (RPAC).

RPAC includes the Academy of Music, the Merriam Theater, Pearlman Theater, and the Verizon Hall (the latter two of which are in the Kimmel Center, which also includes ancillary spaces where IATSE-represented personnel work). In combination, these make up the largest theatrical employment sites of IATSE workers in Philadelphia.

The four Locals having agreements with this employer – Local 8 stagehands, Local 752 treasurers and ticket sellers, Local 799 wardrobe, and Local B-29 front of house – agreed to convenience bargaining in accordance with their previous bargaining strategies. Each of the four Locals requested and were granted assistance from the International in connection with renewal negotiations for contracts set to expire September 30, 2019.

During July 2019, the parties held a series of meetings to establish ground rules for bargaining, and ultimately the Locals would be bargaining separately with International Vice President Barnes serving as lead bargaining representative pursuant to the Locals' request for assistance. The parties met several times each week throughout August and late September. On September 26, 2019, the employer asked for an extension of the existing contracts. Having previously engaged in a 2009 strike for a renewal agreement, the Locals refused to extend, insisting upon no givebacks by any IA workers. Consequently, representatives of the four units met together with the employer on the date of contract expiration in order to reach agreement. Agreements were reached with all Locals with the last memorandum of agreement signed at 3:00 a.m.

For Local B-29, agreement was reached to offer certain ushers future recognition, there will be a more fair and consistent rotation of workers throughout the facilities, ushers will receive a double-digit wage increase over five years and a \$15 per hour base rate. Additionally, annuity contributions will increase in each year of the contract. The new contract will also eliminate certain employee penalties.

Local 799 wardrobe workers will work under a single contract (to be merged from two separate predecessor agreements). The conditions in Merriam Theater will match the Academy of Music. The scope of their agreement will include additional department responsibilities and jurisdiction. Wage rates and health and welfare benefits will increase across the board. Wages in particular will be increased over five years. Equipment rental increases will also benefit these workers.

Treasurers and ticket sellers represented by Local 752 will be protected by added 'just cause' language. The wage rates for these workers will increase significantly

during the life of the contract. Annuity and health and welfare benefits will also increase at competitive rates.

Local 8 stagehands also merged separate contracts covering the Merriam and RCAP into a single agreement. The scope of jurisdiction for the new agreement will include added work jurisdiction. The conditions in Merriam Theater and the Pearlman Theater were also synced with those in the Academy of Music, providing positive changes related to overtime, staffing, and minimum calls. The Kimmel Center will include certain full-time jobs and Local 8 workers will receive significant wage, pension, health, and annuity increases.

Each Local ratified memoranda of agreement and those terms are currently being set forth in final contracts. Vice President Barnes noted the importance of the solidarity among these Locals in their push for new contracts. The success of these negotiations is owed to the strategic planning and mutual endeavor of the involved Locals. The Locals stayed together and made responsible decisions. He commended the respective bargaining units for doing so and credited the leaders of each Local for their vision. On behalf of Locals 8, 752, 799, and B-29, Vice President Barnes extended sincere thanks to President Loeb and the General Executive Board for the Alliance's support and guidance.

President Loeb reiterated that this was a coordinated effort with the Locals supporting each other. They used their coordination and leverage together to every worker's benefit. He commended Vice President Barnes and the Local leaders for their efforts.

LOCAL NO. 18, MILWAUKEE/WAUKESHA, WI

Re: Riverside Theater

On behalf of Local 18 President and Business Manager Michael Griehl and Thomas Gergerich, International Vice President Craig Carlson along with International Representative Ben Hague and Local 2 Vice President Frank Taylor reported on Local 18's successful organizing of the stage workers at Milwaukee's Riverside Theater.

Named for its location along the Milwaukee River, The Riverside Theater is one of the most opulent of Milwaukee's theaters, welcoming high caliber artists. Following its victories at the Fiserv Arena and Alpine Valley Music Theatre, Local 18 directed its efforts to organizing other non-union venues, including the Riverside Theater. The International assisted the Local which provided human resources to support the workers, who voted 2-to-1 in support of unionization. The Local has reached a first-ever collective bargaining agreement with the Theater. Vice President Carlson

expressed appreciation to President Loeb for his direction and to the International Defense Fund for financial support making this organizational effort sustainable and fruitful.

President Loeb congratulated the Local for positioning itself strategically. He observed that time-and-again after a Local organizes a new group of workers that union rounds out its strength by organizing other venues. He thanked Vice President Carlson for his tireless and relentless efforts for Local 18. President Loeb remarked that he looks forward to Local 18 repeating its success by organizing other non-union venues in the Milwaukee environs.

LOCAL NO. 52, STATE OF NEW YORK/NEW JERSEY/CONNECTICUT/NORTHERN DE./ GREATER PA.

Re: Reel Works Partnership

International Vice President and Local 52 President John Ford and International Trustee Patricia A. White reported to the Board on a partnership with Netflix entitled "Reel Works". Reel Works is a New York City not-for-profit educational organization that mentors, inspires and empowers underserved NYC youth to share their stories through filmmaking, creating a springboard to successful careers in media and beyond. After a year of planning, in the fall of 2019, together with IATSE Local 52, Reel Works launched their first Studio Mechanics Boot Camp, with Electrician Training led by Local 52 instructors. A short video was shown, describing the program, which targets the New York City young adults who participated. Its motto is "Change the Storytellers, Change the Story", and eight of the nine students successfully completed the training and are eligible to work as Local 52 technicians. The next Studio Mechanics Boot Camp, for grips, will begin this spring. Vice President Ford thanked all the instructors in the program, Trustee White, Education Coordinator Jennifer Halpern and Netflix.

President Loeb observed that Vice President Ford's personal attention made this program happen, and without Local 52's member-teachers, it would not have been possible. He remarked that Reel Works is a great example of increasing diversity in the industry and offering a path to Union membership in the International. He hopes that the good this program is doing will be perpetuated throughout the industry.

LOCAL NO. 478, STATE OF LOUISIANA/ SOUTHERN MISSISSIPPI/MOBILE, AL

**Re: Parental Leave –
Financial Assistance**

International Vice President Phil LoCicero, along with Local 478 Officers/Representatives Cory Parker, Dawn Arevalo, Simonette Berry, Brook Yeaton and Adriane Bennett reported on the ground-breaking Parental Leave Financial Assistance Program now offered by Local 478. Effective January 1, 2019, Local 478 established an unfunded, dues-financed welfare plan for Parental Leave Financial Assistance. The purpose of the Benefit is to provide short-term financial aid when members are unable to perform their usual work in connection with childbirth, adoption, or placement of a child. The member must be a biological parent, adoptive parent, or legal guardian of the child. In addition, applicants must be members in good standing of Local 478. This program provides up to \$5,000 financial assistance (payable in weekly installments of \$625) to mothers, fathers, same-sex couples, adoptions, and guardian placement for infants and children. To date, the Program has paid more than \$32,500 in parental leave benefits.

Local 478 hopes that its program will be replicated in other local unions. To that end, interested Locals should contact Local 478 for more information.

Vice President LoCicero remarked that the committee which established this initiative is fantastic. President Loeb applauded the efforts of Local 478 and those reporting. He noted that this unique and important benefit must be championed and highlighted not only for its novelty but also because it is difficult to achieve in industries where the work locations are usually not brick-and-mortar buildings. He observed that the work can be difficult and hazardous which has a disproportionate impact on pregnant members. He remarked to the committee, “you had an idea to benefit the membership and it has. You did it without the participation of any employers. You have exhibited leadership which will yield untold and unquantifiable dividends because you are supporting your members. Congratulations for a job well done.” Local 478 was celebrated with a standing ovation from all those in attendance.

**LOCAL NO. 514, MONTREAL, QC AND
LOCAL NO. 667, TORONTO, ON**

Re: AQTIS

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Jason Vergnano and Jeremy Salter, IATSE Local 514 Business Agent Christian Bergeron and IATSE Local 667 President Ciaran Copeland, 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 \$35M; \$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 section 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 commercials. AQTIS has also sought to have the Quebec Labour Board modify the budget parameters separating sectors 3 and 4.

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. The IA continues to engage in a campaign with workers and

members in anticipation of any vote. In the interim, the leaderships of IATSE and AQTIS have commenced discussions with a view to better serving the needs of their memberships.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for their continued efforts to protect the IATSE's bargaining rights in Quebec.

LOCAL NO. 634, SUDBURY/NORTH BAY, ON

Re: Ottawa Film Production

International Vice President John Lewis and Local 634 President Tiffany Boivin-Brawley and Business Agent Wayne St. George provided the General Executive Board with a report on Local 634's motion picture production organizing efforts in Northern Ontario and Ottawa, Ontario.

In October 2014, the IA began investigating the organizing opportunities in Northern Ontario. Local 634 - already a mixed Local - accepted the challenge of organizing motion picture technicians and began its membership drive in Northern Ontario. Currently, there are over 300 active members in the Local; up from twenty-eight members four years ago. The Local continues to engage in an outreach program, which included two successful training symposiums and a myriad of individual craft-specific and health & safety training programs.

Over the past four years, production has been very steady in Northern Ontario, with approximately \$350 million of the \$400 million in production being done under Local 634 collective agreements.

Representative Peter DaPrato was assigned to investigate organizing opportunities in the motion picture industry in Ottawa, Ontario. He was assisted in this assignment by Local 634 Business Agent Wayne St. George and Shawn Kazda, a Key Grip for over ten years in Ottawa. Over 225 membership applications have been signed within a few months of commencement of this assignment. In December 2019, Local 634 began its Ottawa training program, which included the "Local 634 Motion Picture Orientation course". The Local also intends to present further education in the form of Health & Safety training, as well as craft-specific training i.e., Grip 101, Electric 101, Costume 101, with the intent of having "101" courses developed for all relevant categories in the Local. These training courses are being made available to all the members of Local 471 so that any stage members of 471 interested in working in the motion picture industry will have the opportunity. Both Locals believe this to be a mutually beneficial resource.

Local 634 has recently signed two productions in the Ottawa area and plans to continue its organizing efforts to secure more work as well.

President Loeb congratulated Local 634 on its organizing successes, noting that Local 634 should be commended for its progressive approach to its rapid growth.

LOCAL NO. 799, PHILADELPHIA, PA/ CAMDEN, NJ

Re: Shubert Organization Forrest Theater

International Vice President Michael J. Barnes reported on successful completion of Local No. 799's recent successor contract negotiations covering the Local's work at the Forrest Theatre in downtown Philadelphia, which is managed by the Shubert Organization.

The Forrest Theatre remains a premier theater in Philadelphia despite other venues' increased bookings. One of wardrobe Local 799's goals—over approximately the past decade—has been to achieve parity with the stagehands working within that venue. In 2014, it was estimated that wardrobe workers' weekly compensation for shows at the Forrest was roughly 75% lower than stagehands at that venue.

The Local requested and received assistance from the International in connection with its 2014 negotiations. At that time, factoring in improved wages, benefits, and conditions, the Local achieved a substantial increase over five years. Those gains were modeled upon patterns set forth in the other prominent Philadelphia theatrical venues. For the 2019 renewal agreement, Local 799 similarly requested the International's assistance and adopted a similar strategic plan. The parties met starting in August 2019 and extended the contract for one month for a September 30, 2019 expiration date. Following conclusion of negotiations involving other major sites employing IA members in Philadelphia, Shubert Organization representatives of the Forrest Theatre met with the Union on October 3, 2019.

Among other things, the renewal agreement will include: clarifying language concerning Local 799's jurisdiction; improvements to language concerning departmental lines surrounding the Local's jurisdiction; substantial wage increases; meal and break time improvements; increased minimum calls from four to six hours; and substantial increases in health and annuity contributions. Overall, it was reported that workers under the Local's contract will

receive significant increases in wages and benefits over the contract's term toward achieving parity between wardrobe compensation and stagehand compensation which will be roughly a 3% difference by the end of the contract's term. Importantly, working conditions for both groups are set to become virtually identical.

Vice President Barnes again noted the strategic use of the IA's collective strength to achieve these important gains and maintain area standard wages, benefits, and working conditions. The Local gathered great confidence in these negotiations because of the backing of President Loeb, the General Executive Board, and affiliated Locals of the Alliance. The final contract was emphatically

ratified by Local 799 members and the Local extended its sincere thanks for the assistance provided by the International in its efforts to obtain parity with other IA members working in this facility.

President Loeb noted that parity for Local 799 workers in this facility is well deserved and the Alliance's collective strength was imperative in reaching this agreement. The solidarity of our members yielded the correct result.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 a.m. on January 31, 2020.

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

**RENAISSANCE DALLAS HOTEL
DALLAS, TEXAS
JANUARY 27, 2020**

Since the last meeting of the Defense Fund Committee in Montreal, QC on July 22, 2019 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

<p>Local No. 2, Chicago, IL, (Milwaukee Local No.18) Article Fourteen, Section 8(d) - Legal.....\$36,955.16</p> <p>Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) - Legal.....2,324.29</p> <p>Local No. 11, Boston, MA, Article Fourteen, Section 8(d) - Legal 7,000.00</p> <p>Local No. 12, Columbus, OH, Article Fourteen, Section 8(d) - Legal.....24,066.24</p> <p>Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal.....10,050.00</p> <p>Local No. 22, Washington, DC, Article Fourteen, Section 8(d) - Legal.....37,191.00</p> <p>Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) - Legal..... 931.51</p> <p>Local No. 58, Toronto, ON, Article Fourteen, Section 8(d) - Legal.....26,361.94</p> <p>Local No. 69, Memphis, Article Fourteen, Section 8(d) - Legal.....3,830.07</p> <p>Local No. 99, Salt Lake City, UT, Article Fourteen, Section 8(d) - Legal.....1,347.50</p> <p>Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal.....1,011.04</p> <p>Local No. 129, Hamilton, ON, Article Fourteen, Section 8(d) - Legal.....1,977.50</p> <p>Local No. 168, Vancouver Island, BC, Certification, Article Fourteen, Section 8(d) - Legal... 430.08</p>	<p>Local No. 200, Allentown, PA, Article Fourteen, Section 8(d) - Legal.....4,429.57</p> <p>Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) - Legal.....30,291.53</p> <p>Local No. 311, Middletown, NY, Article Fourteen, Section 8(d) - Legal.....1,206.00</p> <p>Local No. 363, Lake Tahoe, NV, Article Fourteen, Section 8(d) - Legal.....21.56</p> <p>Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d) - Legal.....1,977.50</p> <p>Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(c) - Legal21,847.65</p> <p>Local No. 491, Savannah, GA, Article Fourteen, Section 8(c) - Legal537.50</p> <p>Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) - Legal.....19,700.09</p> <p>Local No. 634, Sudbury, ON, Article Fourteen, Section 8(d) - Legal.....3,403.29</p> <p>Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) - Legal.....6,859.72</p> <p>Local No. 757, Detroit, MI, Article Fourteen, Section 8(d) - Legal.....150.00</p> <p>Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) - Legal.....461.51</p> <p>Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) - Legal.....4,391.59</p> <p style="text-align: right;">SUB TOTAL :.....\$248,753.84</p> <p>INTERNATIONAL</p> <p>IATSE – Article Fourteen, Section 8(c) and (d) Legal - Animators Canada/Ontario Coroner’s Inquest/Life Briefly/Strategic Communications Rhino Campaign/ The Coalition Hunstsville121,010.95</p> <p>IATSE – Article Fourteen, Section, 8(d) - Legal - AQTIS14,619.30</p> <p>IATSE – Article Fourteen, Section, 8(c) - Legal/Collective Bargainin - Basic Agreement..... 3,493.75</p> <p>IATSE – Article Fourteen, Section, 8(c) - Legal - Miscellaneous24,938.73</p> <p style="text-align: right;">SUB TOTAL :..... \$164,062.73</p>
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LOBBYING AND CONSULTING

Article Fourteen, Section, 8(c) -
Thorsen French Advocacy60,000.00

SUB TOTAL :\$60,000.00

EDUCATION

Article Fourteen, Section, 8(f) - LEAP
Reimbursements to Locals/Officers16,264.99

Article Fourteen, Section, 8(f) -
Misc. Training/Instructors222,542.08

Article Fourteen, Section, 8(f) -
Young Workers.....4,712.34

SUB TOTAL :\$243,519.41

GRAND TOTAL :\$716,335.98

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 VIA
TELECONFERENCE
MARCH 13, 2020**

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 noon on Friday, March 13, 2020 via teleconference.

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 E. 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 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, present for the meeting were General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie A. Schirru.

The Board convened to receive updates about the Alliance's planning and efforts surrounding the outbreak of the coronavirus disease 2019 (COVID-19), which has expanded to a growing number of countries, including the United States and Canada. Along with other territories, North America continues to report a significant number of new COVID-19 cases. To limit potential virus exposure, IATSE representatives and personnel in all IATSE offices will begin adhering to revised, temporary schedules and procedures in order to limit avoidable travel and avoid heavily populated facilities, including public transit.

The Alliance is preparing to roll out response activities to address the potentially devastating loss of employment stemming from government officials' efforts to curb the spread of the virus. To date, these measures have included declarations of emergency and bans on large public gatherings. Thousands of IATSE members will face hardships because of event cancellations due to these mandates. President Loeb is further preparing for the outbreak's impact by addressing the procedures of local unions, which may be unable to conduct regular membership meetings or meet financial obligations. The Alliance is exploring possible courses of action that would provide financial security for affected members and secure needed benefits. The Alliance is also calling upon lawmakers to pass legislative relief measures to support entertainment-industry workers, including the federal Families First Coronavirus Response Act in the United States Congress.

The Board was urged to share and discuss all further concepts while implementing planned measures to protect members and staff against the risks associated with this illness. President Loeb noted that the members of the Board, the International's officers and staff, and the officials and members of local unions must continue to remain connected as the Alliance confronts this unprecedented epidemic.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:25 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD VIA
TELECONFERENCE
MARCH 17, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 3:30 p.m. on Tuesday, March 17, 2020 via teleconference.

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 E. 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 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, present for the meeting were every Department Director, Assistant Director and all Representatives (with the exception of Steve Belsky who was in negotiations), General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie A. Schirru.

The Board addressed immediate matters related to the worldwide coronavirus, COVID-19, which has spread rapidly across the globe, including within the United States and Canada. The disease, which has been declared an epidemic by the World Health Organization, will have a significant toll on the economy. Transmission has expanded around North America and government officials have imposed economic and health restrictions on businesses and the general public—including school closures, venue closures, event cancellations, and other initiatives designed to stem disease exposure by dramatically limiting crowds and public gatherings. These actions will undoubtedly disrupt daily life and create difficulties for members of the Alliance. While the IA continues to push government officials and agencies to take dramatic action in response to the threats surrounding this unprecedented illness, the Board took the following action.

To address the outbreak's impact and strain on the finances and operations of Locals of the Alliance, the Board unanimously approved an emergency allowance related to Article Nineteen, Section 13 of the International Constitution and Bylaws (Penalties for Delinquency). Locals having made First Quarter payments will not be considered delinquent in further payments for purposes of Article Nineteen, Section 13 of the International Constitution (nor subject to the loss of their charter) if they are behind three quarters in per capita payments (i.e., until the end of calendar year 2020).

President Loeb further noted that the members of the Alliance affected by this potential catastrophe—which reaches the Union's entire territorial jurisdiction—will likely face immediate needs for assistance. While the IA has survived significant obstacles and difficulties since 1893, it appears that the challenges surrounding COVID-19 may be long-term. To address immediate, critical needs of members displaced from work, the General Executive Board unanimously approved a total of \$2.5 million in donations to The Actors Fund, the Actors Fund of Canada, and the Motion Picture

and Television Fund. President Loeb noted that these agencies are familiar to the Alliance, and they have turn-key capacity to assist our members in need.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 3:55 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD VIA
TELECONFERENCE
MARCH 23, 2020**

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 11:00 a.m. on Monday, March 23, 2020 via teleconference.

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 E. 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 GLYNN, Eleventh Vice President

JAMES J. CLAFFEY, Jr., Twelfth Vice President

JOANNE M. SANDERS, Thirteenth Vice President
and Director of Tradeshow and Display

The Board convened to receive updates on the Coronavirus situation and discuss the financial impact on our local unions.

During the previous meeting on March 17, 2020 the Board extended the period of time before any local union would be considered delinquent. It has now become clear that the effects on work opportunities for our membership may extend beyond what was initially contemplated and this will have an impact on members' dues payments to local unions. After a careful review of the financial impact on the International of providing some form of relief, the Board determined that an incremental approach was the most appropriate course of action at this time and agreed to reduce the second quarter per capita payments by one third (one month) with the hope that the shutdowns in place would be temporary.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 11:20 a.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD VIA
TELECONFERENCE
APRIL 14, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 p.m. on Thursday, April 14, 2020 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continued to address immediate matters related to the worldwide coronavirus, COVID-19, pandemic which has spread rapidly across the globe, including within the United States and Canada. The disease has resulted in incalculable, devastating losses across all sectors of the industries in which the IATSE works. The IA continues to push government officials and agencies to take dramatic steps in response to the economic toll. President Loeb reported on the following actions.

To address the human toll of the pandemic, the IATSE Coronavirus Active Response and Engagement Service (IATSE CARES) was established to provide direct outreach and support to members. Specifically, it created a buddy system in which members register to have other members check-in with them as often as they wish/need. There is also a delivery-system component in which members may request supplies, groceries, or other items be brought to their doorsteps.

President Loeb also advised that stage, studio mechanics and wardrobe locals had used their resources and skills to retrofit facilities for field hospitals; to make face shields; and to make masks.

He reported that the IA National Benefits Funds had approved relief for participants so that health coverage would be extended, and members and their families will have benefits as long as possible during this pandemic.

He advised that the motion picture and television and live events industries were beginning to draft and discuss safety plans for re-starting the industry and bringing workers back to work safely.

With regard to the IATSE International, President Loeb reported that he and General Secretary-Treasurer James B. Wood are monitoring the International's finances and operations. He reminded the Board of the relief of per capita tax payments granted to local unions and charitable donations to the Actors Funds of America (AFA) and Canada (AFC) and the Motion Picture and Television Fund (MPTF) all totaling \$2.5 million. President Loeb will receive reports from the AFA. Vice Presidents Michael F. Miller, Jr. and John Lewis advised that they would follow up with the MPTF and AFC, respectively regarding the International's donations.

In light of the catastrophic impact on members' employment, the Board approved an additional grant of

\$2.5 million in charitable donations. In addition, upon motion duly approved and seconded, the Board authorized President Loeb and General Secretary-Treasurer Wood to monitor the amount of charitable funds remaining from the International's original \$2.5 million contribution and use portions of the additional \$2.5 million as and if required.

During its meeting on March 23, 2020, the Board reduced local union per capita obligations for the second quarter by one-third (one month). As a result of the continuing pandemic, the Board reviewed the finances of the International and made the decision to extend the previous relief and waive the entire second quarter per capita payments for all Locals. It is hoped that the Local's will pass this relief along to members who are

facing massive unemployment. President Loeb noted that along with the actions taken in March, the International has authorized more than \$10 million in expenditures to benefit the members.

President Loeb expressed his appreciation to the Board for their efforts. He implored everyone to stay safe and healthy in order to continue the work on the long road ahead to the resumption of any normalcy in our industries.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD VIA
TELECONFERENCE
MAY 18, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 1:00 p.m. on Monday, May 18, 2020 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continues to address immediate matters related to the global coronavirus, COVID-19, pandemic. The disease continues its devastation across all sectors of the entertainment industry in which the IATSE works. The IA continues to push government officials and agencies to take dramatic steps in response to the economic toll. President Loeb reported on the following actions.

President Loeb and General Secretary-Treasurer Wood updated the Board on the upcoming semi-annual, mid-summer meeting of the General Executive Board as mandated by Article Eleven Section 2 of the IATSE International Constitution.

President Loeb explained the format for the upcoming meeting would be online with reports from the General Secretary-Treasurer; the International's Board of Trustees, the Defense Fund, and each Department of the International. He reported that the meeting would take place over two days and would focus exclusively on the impact of, response to, COVID-19 across the IATSE.

President Loeb also updated the Board on the back-to-work protocols being drafted and discussed by government and industry employers. He stated that the International's Motion Picture and Television Locals had agreed to be a part of a single bargaining-unit in order to address the challenges posed by COVID-19. He advised that this is unprecedented, and he commended the Locals for their efforts.

With regard to the Stage Locals, President Loeb advised that he had appointed a committee to address safety protocols in live events. Vice President Daniel Di Tolla added that the goal on the live performance side is to include all stakeholders and to build upon the Alliance of Motion Picture and Television Producers Industry-Wide Labor-Management Safety Committee Task Force White Paper and/or whatever is agreed upon for the resumption of work in television and motion picture production. He stated that the stagecraft protocols will be shared with all Stage Locals.

Concerning the operations and finances of the IATSE International, President Loeb advised that all staff employed by the International would have their vacation benefits reduced by one week. This "shared sacrifice" will help to reduce costs as the economic impact of the pandemic continue.

Finally, upon motion duly made and seconded, the Board unanimously endorsed Joseph “Joe” Biden for President of the United States. Vice President Biden is the presumptive Democratic nominee for the Presidency. It was noted that Vice President Biden has a strong record on issues important to the middle-class and he understands the concerns facing the IATSE.

President Loeb thanked the Board for their efforts and implored them to continue to focus on ways to benefit the membership.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 1:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD VIA
TELECONFERENCE
JUNE 24, 2020**

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 p.m. on Wednesday, June 24, 2020 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continues to address immediate matters related to the global coronavirus, COVID-19, pandemic. The disease continues its devastation across all sectors of the entertainment industry in which the IATSE International works. The IA continues to push government officials and agencies to take dramatic steps in response to the economic toll. President Loeb reported on the following actions.

President Loeb updated the Board on the status of the industry-wide negotiations with the Alliance of Motion Picture and Television Producers. He told the Board that the major unions and guilds in television and motion picture production—the IATSE International, Directors Guild of America, the Screen Actors Guild, the International Brotherhood Teamsters, the Laborers’ International Union, the International Brotherhood of Electrical Workers, the Plasters, Studio Utility Employees and Plumbers and Pipefitters—in an unprecedented alliance are negotiating with Producers in an effort to return to work safely.

President Loeb also addressed a letter titled “The Ground We Stand On” written by artists and craftspeople to stakeholders in the live theatre industry—primarily Broadway—regarding equity and diversity. Upon motion duly seconded and approved unanimously, the Board approved a statement in response to the letter. The Board authorized President Loeb or his designee to meet with the authors of the letter, producers, employers, and other unions and guilds to discuss a more equitable and inclusive work environment in the live arts.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD VIA
ZOOM WEBINAR
JULY 28 – 29, 2020

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 Tuesday, July 28, 2020 via Zoom Webinar.

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 E. 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 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 Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; 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; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; International Representatives Ben Adams, Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Justin Conway, Dan'l Cook, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, John Gorey, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Brendan Kierans, Mark Kiracofe, Brian Lawlor, Daniel Little, Tanya Mahn, Rachel McLendon, Julia Neville, Jeremy Salter, Stasia Savage, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Special Representatives David Garretson, John Gates, Don Martin, Brian Munroe and Joseph Short.

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; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 9, Syracuse-Rome-Oneida-Utica, NY; 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; 14, Albany-Schenectady-Amsterdam-Troy, NYL; 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; 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; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-MT. Clemens-Port Huron, MI; 39, New Orleans, LA; 42, Omaha-Fremont, NE/Council Bluffs-Sioux City, IA; 44, Hollywood, CA; 46, Nashville, TN; 51, Houston-Galveston, TX; 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; 63, Winnipeg, MB; 69, Memphis, TN; 74,

Southern Connecticut; 85, Davenport, IA/Moline-Rock Island, IL; 99, State of Utah/Noise-Nampa-Caldwell-Twin Falls-Sun Valley, ID./Southern Idaho; 105, London, ON; 107, Alameda City-Oakland-Berkley-Contra Costa City-Solano City-Richmond, CA; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 140, Chattanooga, TN; 154, Ashland, OR; 160, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 168, Vancouver, Island, BC; 205, Austin, TX; 210, Edmonton, AB; 212, Calgary, AB; 232, Northampton-Amherst, MA; 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; 321, Tampa-Clearwater-Lakeland-St. Petersburg, FL; 322, Charlotte-Greenville, NC; 336, Phoenix-Flagstaff, AZ; 347, Columbia, SC; 354, Tulsa-Ponca City, OK; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 412, Bradenton-Sarasota, FL; 415, Tucson, AZ; 417, Durham-Chapel Hill, Raleigh, NC; 442, Santa Barbara County-Ventura County-San Luis Obispo County, CA; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 471, Ottawa-Kingston-Bellefonte, 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; 501, Lititz, PA; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 611, Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 635, Winston-Salem-Lexington-Thomasville, NC; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 680, Halifax-Dartmouth, Nova Scotia/Saint John-Moncton-Fredricton, NB; 690, Iowa City, IA, 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 750, Chicago, IL; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 772, Washington, DC; 775, Boston-Plymouth-Cape Cod, MA; 783, Buffalo, NY; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 787, Pittsburgh, PA; 793, Pacific Northwest; 795, San Diego, CA; 798, New York, NY; 800,

Los Angeles, CA; 803, Dallas-Fort Worth, TX; 810, Kansas City, MO; 822, Toronto, ON; 828, Province of Ontario; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 863, Montreal, QC; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 906, Charlottetown, PE; 927, Atlanta, GA; 938, British Columbia; USA829, United States; ATPAM, New York, NY; B4, Boston, MA; B20, Portland, OR; B173, Toronto-Hamilton, ON; B192, Hollywood, CA; and B778, Vancouver, BC.

INTRODUCTIONS

President Loeb opened the General Executive Board by sharing a few remarks on the unprecedented crisis IATSE has had to face due to the pandemic of the Coronavirus. A moment of silence was observed for the lives lost to COVID-19.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Winter Meeting – January 27-31, 2020 – Dallas, Texas

Special Board Meetings – March 13, March 17, March 23, April 14, May 18, and June 24, 2020 – Teleconference Meetings.

President Loeb called upon the General Executive Board to approve the Minutes of the regular Mid-Winter meeting of the Board held in Dallas, Texas, the week of January 27-31, 2020.

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

President Loeb called upon the General Executive Board to approve the Minutes of the Special Board Meeting – Teleconference Meetings that were held on March 13, March 17, March 23, April 14, May 18, and June 24, 2020.

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

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer Wood began his report by acknowledging the tremendous commitment of his staff during the past four months. The need for paper handling in the Finance Department made it virtually impossible for a complete transition to a remote work environment and if not for the efforts of Wesley Vega and

the accounting team of Mildred Aguila and Melanie Co, things would have ground to a halt and the completion of the annual audit and Department of Labor Form LM-2 in a timely manner would not have been possible.

Thanks were also extended to the Director of Human Resources and Operations Asha Nandlal and Davel Hamue of the President's Department who also reported to the General Office regularly to ensure continued operations, and to Jimmy Rainey who, while on paternity leave, remained completely available to assist everyone as the challenges of everyone suddenly being thrust into a remote work environment had to be addressed.

Recognition was also given to our local union officers, particularly the Secretaries and Treasurers, who demonstrated professionalism and patience as everyone found their way through the communication challenges that were imposed on everyone.

COVID-19 Financial Response

When the pandemic first started shutting down workplaces, the General Executive Board immediately recognized that there would be a financial impact on IA members and Locals. While it was not clear in mid-March just what that impact would be, the Board met via teleconference on March 17, 2020 to discuss two major actions to address those issues.

The first was a decision to reduce the stress on IA local unions in terms of delinquency in per capita tax payments. Article Nineteen, Section 13 of the International Constitution provides for a Local to have its charter revoked if it is two quarters behind in per capita payments. The Board determined that any Local that had paid its first quarter per capita payments would not be considered delinquent until it was three full quarters behind which decision by the Board would carry those Locals until the end of the year.

The second decision of the Board was to unanimously approve a \$2.5 million charitable contribution to three different charities. The Actors Fund, the Motion Picture and Television Fund and the Actors Fund of Canada were selected because of their previously proven ability to assist IA members and because they have the necessary infrastructure in place to provide timely assistance.

In late March, the Board met again and recognized that it would be necessary to provide some relief to Locals in terms of per capita payments. Since the future was still cloudy at best, the Board took an incremental approach to relief and reduced by one-third (i.e. the month of April) the amount of second quarter per capita that would be due to the International.

By mid-April, it became clear that the crisis was going to take longer to resolve than initially predicted by the experts. In order to provide Locals with some financial clarity and planning ability, the General Executive Board approved the waiver of the remaining amount of second quarter per capita. Local unions were encouraged to pass along those reductions to their members.

The waiver of second quarter per capita payments is being handled as a credit on each Local's account. As soon as a local union files its second quarter report, the finance system has been programmed to calculate a credit based on the numbers reported and that credit can be immediately used to purchase per capita stamps. As of July 27, 2020, \$3,064,720 of credits have been issued to 145 Locals and \$1,589,145 has already been used by thirty-four local unions. Locals should contact Wesley Vega at wvega@iatse.net when they want to apply their credit.

In total, the second quarter per capita waiver resulted in lost revenue of \$2.3 million in this just completed fiscal year and another \$4.7 million loss will appear on next year's financials. When combined with the \$2.5 charitable contributions, a total commitment of almost \$10 million has been made by the International in response to the pandemic.

Audited Financial Statements

The audited financial statements for the year ending April 30, 2020 have been completed and the Form LM-2 (a record 359 pages) has been filed in advance of the deadline of July 30, 2020. In keeping with past practice, the financial statements will appear in the Third Quarter issue of the Official Bulletin.

In an overall sense, the investment strategy of capital preservation and investment in fixed income vehicles has served the International well during the crisis. As many bond yields headed towards zero the value of the International's investment portfolio increased beyond normal annual returns. This increase in returns combined with a close control on expenses enabled the International to offset the portion of the revenue decline applicable to the per capita waiver (one third) for the just completed fiscal year.

Total net assets of the International declined from \$50.5 million to \$48 million which in the most simplistic terms equates to the \$2.5 million contributions that were made to the three charities.

General Secretary-Treasurer Wood and President Loeb continue to closely monitor the finances of the International as the pandemic continues to cause disruption.

National Benefit Funds Response

Employer contributions during the first quarter ending March 31, 2020 were up by 15.39% over the previous year. As the shutdowns began to ripple through industries, receipts began to decrease towards the end of March and throughout April and for the months of May, June and July contributions have been down over 80% over the same months in 2019. Year-to-date contribution totals as of July 24, 2020 are down 40.43% over the same period last year.

In recognition of the impact that the lack of work is having and therefore the lack of contributions into participants' plans, the Trustees have taken a number of significant actions.

Annuity Fund Participants: a COVID-19 hardship withdrawal was implemented which relieved participants under the age of 59 ½ from the IRS excise tax penalties.

For Health Plan C Participants: if coverage lapsed on April 1, 2020 because of a failure to make a required copayment, coverage was automatically reinstated to the level of coverage in place on March 31, 2020 (1,418 participants were assisted); for those enrolled in coverage at June 30, 2020, no payment was required in order to remain enrolled in the existing coverage option for the quarter starting July 1, 2020 (6,942 participants were assisted); and, the October 2020 quarter relief is being carefully reviewed and will be announced by mid-August.

For Health Plan A Participants: participants enrolled for coverage on March 1, 2020 and who received contributions to Plan A in 2020 will receive credit for ten days of work for the months of June and July in order to assist with continued coverage. Additional consideration is being reviewed and will be announced in mid-August.

Pension Plan: some limited relief will be implemented to prevent a permanent break in service for some participants. Anyone who has already incurred four consecutive years of breaks in service prior to 2020 and who incurs a break in service in 2020 due to the pandemic will have the account reviewed for potential relief. Any participant in that group who returns to work in 2021 will have the 2020 break eliminated thus preventing a forfeiture of their credits prior to 2020. The Trustees have agreed to consider additional relief once the full year is completed and the Fund's status can be evaluated.

It is important to note that each of these actions carries a cost to the Funds and this must come from surplus. Thus far, over \$12 million has been allocated from surplus to participant accounts. These levels will need to be closely monitored.

President Loeb thanked General Secretary-Treasurer Wood for his report and noted the tremendous amount of work being done by the General Secretary-Treasurer and his staff. The International reacted immediately to the crisis, committing roughly \$10 million to help the members and the Locals. The International can sustain the lost revenue and weather the storm in large part because of the positive financial position of the International. Had that not been the case, the International would not have been able to offer this relief.

With respect to the National Benefit Funds, President Loeb noted that the members deserve the protections and relief that the General Secretary-Treasurer described. Protecting the members will continue to be the priority of the International.

A motion to adopt the Report of the General Secretary-Treasurer was moved, seconded, and passed by unanimous vote of the General Executive Board.

APPEARANCE:

Congressman Brendan Boyle/PAC Event

International President Loeb and IATSE Political and Legislative Director Tyler McIntosh hosted United States House of Representatives third term Democratic Congressman Brendan Boyle representing the 2nd Congressional District of Pennsylvania since 2019 for a virtual IATSE Political Action Committee (PAC) event.

Director McIntosh commenced the PAC event by underscoring the important role IATSE's PAC plays in the fight against anti-worker and anti-union political agendas on behalf of IATSE members and working families and the urgent need for continued and new support from IATSE members.

President Loeb then proceeded to introduce Congressman Boyle, noting that Congressman Boyle has a long and respected history of being a fierce advocate on behalf of working people and labor and that the IATSE is not only proud to have him attend the PAC event but also call him an ally and friend.

Congressman Boyle began his comments by noting it is always a pleasure working with IATSE on issues facing workers. He then went on to confirm his understanding of the struggles facing working families and, in particular, the struggles faced by IATSE members arising from the COVID-19 pandemic and the vital role government has to play in order to move beyond this health crisis.

President Loeb and Congressman Boyle then engaged in a question and answer session which touched on a variety of topics including the nature and scope

of further government COVID-19 relief initiatives. Congressman Boyle also discussed the importance of the Right to Organize Act to the US economy and organized labor and confirmed his commitment to continue the fight to make the Right to Organize Act law in 2021. Congressman Boyle then went on to discuss his views on the landscape of the Presidential election race in Pennsylvania, noting that Pennsylvania will be a key battleground that may prove to shape the outcome of the election. Congressman Boyle concluded his remarks by stating this current crisis presents an opportunity for the government to pursue a “New Deal” like landscape and he is committed to play his part in making that happen.

**APPEAL:
MIKE MASSIMO V. IATSE LOCAL NO. 720,
LAS VEGAS, NV**

The General Executive Board considered Mike Massimo’s May 22, 2020 appeal of President Loeb’s decision dated May 18, 2020. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Massimo’s appeal and resolved to communicate this decision to Massimo 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.

**APPEAL:
KELLY MOON V. IATSE LOCAL 891,
VANCOUVER, BC**

The General Executive Board considered Kelly Moon’s June 23, 2020 appeal of President Loeb’s decision dated June 8, 2020. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Moon’s appeal and resolved to communicate this decision to Moon 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.

**APPEAL:
ROSE MARIE THOMAS V. IATSE LOCAL 822,
TORONTO, ON**

The General Executive Board considered Rose Marie Thomas’ June 30, 2020 appeal of President Loeb’s decision dated June 10, 2020. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Thomas’ appeal and resolved to communicate this decision to Thomas 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.

**APPEAL:
DINA LIPTON (LOCAL 800, LOS ANGELES,
CA)
– ELECTION PROTEST**

The General Executive Board considered Dina Lipton’s November 7, 2019 appeal of President Loeb’s decision dated October 31, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Lipton’s appeal and resolved to communicate this decision to Lipton 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.

**APPEAL:
STEVE SAMANEN (LOCAL 800, LOS
ANGELES, CA) – ELECTION PROTEST**

The General Executive Board considered Steve Samanen’s November 1, 2019 appeal of President Loeb’s decision dated October 31, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Samanen’s appeal and resolved to communicate this decision to Samanen 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.

**APPEAL:
MARCIA HINDS (LOCAL 800, LOS ANGELES,
CA)
– ELECTION PROTEST**

The General Executive Board considered Marcia Hinds’ November 1, 2019 appeal of President Loeb’s decision dated October 31, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Hinds’ appeal and resolved to communicate this decision to Hinds 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.

**APPEAL:
ELAINE O’DRISCOLL V. LOCAL NO. 705,
HOLLYWOOD, CA**

The General Executive Board considered Elaine O’Driscoll’s January 9, 2020 appeal of President Loeb’s decision dated January 9, 2020. After reviewing the

relevant correspondence, facts and submissions, the General Executive Board unanimously denied O'Driscoll's appeal and resolved to communicate this decision to O'Driscoll 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.

IATSE STAGECRAFT DEPARTMENT

International Vice President and Director of Stagecraft Department Daniel Di Tolla reported on the Department's activities. Following the shut-down of Broadway and touring shows in March due to the COVID-19 pandemic, negotiations took place with the Broadway League, Disney Theatricals and Non-League Companies over compensation and benefit contributions (pursuant to the notice and closing provisions of applicable collective bargaining agreements). After extensive negotiations, the bargaining parties agreed to extended wage payments and health contributions

Vice President Di Tolla reported that some companies voluntarily extended health contributions for their crews, including the producers of Hamilton, who agreed to make Plan A health contributions for the duration of the pandemic. The producers of Wicked agreed to make health contributions effective July 5, 2020 for an indefinite period of time. The Barclays Center agreed to pay employees for all cancelled events through May and then extended payments for two-days per week through the end of August. Members of Locals 4, 306, 751, and 764 received those payments.

Vice President Di Tolla also reported that the Department worked with the team of epidemiologists/occupational safety doctors and the International's Craft Advancement Program on the development of safe reopening protocols to ensure proper safety procedures and practices are in place for members returning to work. The guidelines have been distributed to all Stagecraft local unions, many of which have returned to work.

Finally, Vice President Di Tolla reported on Action Builder. Action Builder is a phone-based organizing database application that assists organizers with tracking contacts during campaigns. Action Builder was used during the pandemic as part of a successful organizing campaign by Local 22. It allowed organizers to connect members with workers. Vice President DiTolla remarked that the database will be employed in other unionizing campaigns.

President Loeb noted that he was pleased that Locals had been able to retain contact and keep workers unified in organizing drives that were begun pre-pandemic. He observed that tools like Action Builder will be of use to

the International regardless of the pandemic because they streamline connectivity between people. He observed that while in-person contact is desirable, Action Builder shows workers that the International can deal with their individual issues.

President Loeb observed that the members of the Department are all busy—working as hard as they were pre-shutdown. He noted that the return to live performances will likely be dependent upon several things—a deployable vaccine, proven/reliable treatment, air filtration systems, etc.; but the Department must stay abreast of developments in order to be ready immediately to assist crews who will be employed by productions.

President Loeb expressed thanks to the Department for assisting Stage and Wardrobe local unions through the most challenging health and economic circumstances the IATSE International has faced in its existence. He noted that with the efforts of the International Vice President Di Tolla and the Department, the Stagecraft local unions will be poised to resume work upon being called.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. reported the activities of the Motion Picture and Television Production Department.

The rapidly escalating pandemic shuttered productions across the U.S. and Canada beginning in early March, and productions are now beginning to prepare to start principal photography in late summer and early fall, with some already commencing principal photography in locations with lower infection rates such as Canada, New Zealand, Germany, etc. While almost all live action production was shut down, some work did continue. Animation work was mostly unaffected as the transition to working remotely was very fast. Post-production was also able to continue working in many cases as well. Additionally, some staff studio employees and facility people were able to continue working. The Department will better evaluate the impact upon each craft once the second quarter hours report is received.

When companies began announcing their shutdowns, the focus and primary goal was to obtain relief pay for the crews who lost their jobs. Initially, the employers went on a tentative hiatus, which quickly evolved into a global industry shutdown.

Negotiations over the shutdown began with each Studio and major employer almost immediately. Lay-off or hiatus pay is not traditionally a component of motion

picture work. IATSE members found themselves out of work due to no fault of their own and the employers, ultimately, recognized the need to provide help during these desperate times. In the end, most employers provided at least two weeks of wages and benefits, with some, such as Netflix, ultimately providing up to eight weeks. This relief pay provided millions of dollars of wages and benefit contributions for the workforce. In this area, employers stepped up to assist members in a meaningful and unprecedented show of support for workers in the motion picture industry.

The Department did have quite a few challenges with productions that continued to produce content remotely, such as talk shows and non-scripted competition shows. Many of these remote productions attempted to use the pandemic as an excuse to allow others to do IA-covered work. Others tried to get along with the absolute minimum crew possible. As of this report, the Department is handling various outstanding grievances to address inadequate staffing. There were also a good number of productions that continued to pay the whole crew when working remotely, recognizing the value of their employees.

Concurrently, the Union and its Locals shifted into a social safety net for the members, providing information about resources for financial assistance, how to file for unemployment, mental health counseling, and connecting them with Industry-specific charities for additional help.

The Motion Picture and Television (MPTV) representatives were in constant communication with the Locals. Like the International, Local leadership adapted to their membership needs and redefined their roles and that of their officers and staff along the way. At one point, the Department was sending information updates three or more times per week.

Once the Industry had shut down, the Department immediately looked towards the future and the question on everyone's mind about the safe return to work. The existing Industry Wide Labor Management Safety Committee began meeting in March to create a list of safety protocols that would serve as the minimum requirements to allow production to resume. New York's Governor Andrew Cuomo requested this document and California Governor Gavin Newsom quickly followed suit. With the clock ticking, the Committee, co-chaired by Local 80 member and IA Safety Committee Chairman Kent Jorgenson, worked hard to develop the Industry Wide Safety Committee White Paper. The White Paper was a result of the governments of New York and California requesting input regarding return to work protocols. Both the unions and the employers recognized that it was far better for the Industry to generate these jointly than to allow the government to do it for them. President

Loeb insisted that the Industry Wide Safety Committee be expanded to include other stakeholders such as Studio Mechanics and New York Production Locals. The IATSE, in partnership with the Directors Guild of America (DGA), Screen Actors Guild (SAG-AFTRA), the Teamsters and Basic Crafts, negotiated to finalize the document with the Alliance of Motion Picture and Television Producers. New York and California issued guidelines that closely adhered to the White Paper; the International's safety protocols set the standard for the IA Industry. This document is held up as an example of how an industry can return to work responsibly and in partnership between labor and management.

With the White Paper in place, the DGA created a document entitled The Safe Way Forward. President Loeb included the IA Motion Picture Locals from the U.S. and Canada into the negotiations along with the Teamsters, SAG-AFTRA and the Basic Crafts Unions to amend the DGA document in a way that allowed for each craft union to deal with issues specific to their represented crafts while also allowing for all of the unions to speak with one voice. This joint union partnership has not been attempted at this level previously. This concept, while complicated and time consuming, has demonstrated that the unions, working jointly, have exponentially more strength. Had President Loeb not intervened, it is likely that each union would have gone in its own direction and there would not be a common set of protocols to keep everyone safe. Contained in The Safe Way Forward are descriptions of Zones; the amount of testing that should be performed for crew members in each Zone. Doctors and epidemiologists helped to create models that showed the importance of frequent testing. This paper was presented to the AMPTP as the basis for the post-White Paper safety negotiations. Vice President Miller offered to provide the Board with both the White Paper and The Safe Way Forward.

The White Paper created the foundation of returning to work safely. The public release of The Safe Way Forward provided additional topics and a specific structure for discussions with the Studios, both financially and practicality.

Each Union and Guild has met with the AMPTP for union/craft-specific safety protocol discussions. The IA approach was to solicit input from Locals across the U.S. and Canada and address specifics for each craft, department, and type of production. They are practical solutions and processes and are already in use on sets and stages. In addition, these protocols were distributed by each craft union to their respective membership as guidance and advice for member working in the fields. The effort that many of the IA Locals put into these protocols

was very apparent and will continue to serve the members long after 2020.

The Department is addressing common issues during the return-to-work negotiations which sometimes include 180+ people. These discussions involve all the IATSE MPTV Locals in the U.S. and Canada, as well as the other Unions, Guilds, and Producers. President Loeb and Vice President Miller meet regularly with the heads of the DGA, SAG-AFTRA, the Teamsters and Basic Crafts to help shape the message.

As of this writing, the return to work safely procedures are still being negotiated with the AMPTP. In the meantime, the MPTV Department is addressing return to work requests on a case by case basis, using the White Paper and the discussion points as the basis for granting companies permission to return to work safely. IA Representatives, along with IATSE Safety Committee Chair Kent Jorgenson and IA Legal Counsel, as well as various affected Local leadership, review and approve show-specific risk assessments and safety protocols every day. The IA negotiates payment for testing, training, sick leave and quarantine pay, while fighting off any attempts to erode the jurisdiction or staffing requirements. It is incredibly time-consuming work and everyone looks forward to Industry wide standards and compensation being agreed to by the Unions and Producers.

Various negotiations were underway when production ceased. Of particular note are the on-going negotiations with Netflix. Vice President Miller reported at the last Board meeting on the status of these talks. The bargaining committee, assigned by President Loeb, and Netflix representatives have met twice, with the second round of negotiations occurring February 11-13 at the IATSE West Coast Offices.

The bargaining committee is cognizant of the importance of this agreement and the precedents it will establish. All of the old distribution models are being rendered irrelevant by new ones, and potentially hastened by the pandemic. Fair wages, sustainable pension and health benefits, safe working conditions, appropriate staffing as well as trade and craft jurisdiction are critical.

When production has found its footing and productions are underway again, negotiations are expected to resume for a stand-alone agreement with this streaming giant.

Vice President Miller then reported on the state of commercial production. Commercials were some of the first work to resume during the COVID crisis. Before any commercial productions began, Assistant Department Director Daniel Mahoney and International Representative Steve Aredas began negotiating safety

protocols with each employer. Many of the earlier spots were shot prior to the creation of the White Paper and the Safe Way Forward documents so the Department had to ensure every employer had the IATSE crew's safety in mind and were following the latest CDC safety guidelines, which included temperature checks, use of Personal Protective Equipment (PPE), social distancing and cleaning/disinfecting recommendations.

Once the Industry Wide Labor Management Safety Committee's White Paper and the Unions and Guild's Safe Way Forward safety protocols were created, it became standard for IA Representatives to recommend the adoption of these documents.

By May and June, the Tyler Perry Studio (TPS) was in the Trades for their plan to reopen and begin production in the upcoming months. The affected Locals and Assistant Department Director Mahoney and IA Representative Tyree worked with the company to keep IA members safe and address any and every safety concern that they could think of. TPS is unique and worthy of specific mention because of their practice of paying crew to quarantine on sight at TPS to prevent spread of COVID through the crew.

The Department's commitment to organizing does not abate during this time. During this crisis, Employers continue to attempt to produce non-union. This is particularly problematic in unscripted TV. The IA has successfully organized in this area, addressing safety issues that employers felt they could avoid during this period of high unemployment. There are several additional targets and the Department will continue to utilize all of the tech and resources to continue to organize in new and creative ways.

As the November elections loom on the horizon, the IA is actively working to make sure all the Political Media Consultant companies are re-signed so that the barrage of political commercials will be produced union. Various other organizing targets are being pursued as workers are worried about their health and know the unions have the clout to demand appropriate testing regimes and safety measures.

Both before and during the pandemic, the Department has been communicating with the unrepresented film, television, and commercial production workforce in Utah. They are gaining real traction with the technicians in this jurisdiction. Approximately fifteen people in MPTV crafts made application for membership. In addition, they have established a process for the Local's Business Representatives to make contact with non-member crew. They have transitioned now to providing guidance and input as productions attempt to take advantage of Utah's

lax return to work practices and limited restrictions to MPTV production in Utah.

No different than every other sector of the economy that has been upended by the pandemic, VFX workers and game workers are now living in a very different reality than they were six months ago.

The participants in the Motion Picture Industry Pension and Health Plans (MPIPHP) and IA National Benefit Funds have been the beneficiaries of several plan changes that have helped the members maintain healthcare throughout this crisis, without regard for the lack of work. Both plans have significantly amended their respective eligibility and premium requirements to continue health care. The plans have adopted amended cost-sharing for COVID related events and have absorbed the additional COVID related tests and charges. The MPIPHP adopted a modified prescription drug refill program and created an entirely new Individual Account Plan (IAP) hardship withdrawal plan which will remain in effect through at least the end of the year. Both benefit plans have been fortunate that over the last several contract cycles, practical and effective funding and administration of the plans has provided the trustees of both plans with the necessary tools to keep this important safety net under IA participants. While this crisis and lack of employment will inevitably impact the plans, the plans ability to weather this storm is a testament to the hard work of the plan trustees and administrative staff.

Vice President Miller committed that the Department will continue to work with productions of all sizes and budgets, implementing the White Paper and the appropriate protocols on every production. The connection between local unions has never been stronger throughout North America. Everyone is working together, supporting each other, and maintaining a unified front as the IATSE moves forward into the temporary abnormal of this pandemic age.

Vice President Miller also reported to the Board regarding recent activities in the IATSE West Coast Office (WCO). The staff and representatives in the WCO began working remotely in March and the transition was quick, although not without issues. The WCO team stepped up in every way to ensure that nothing was missed and that the work of the office continued uninterrupted. Two of the IA staff members in the WCO contracted COVID in early March as confirmed by subsequent anti-body tests that confirmed what the employees believed. The WCO are fortunate to not have had additional spread throughout the office.

Vice President Miller worked with Vice President Thom Davis and the LA County Labor Federation and

California Employment Development Department to hold a webinar for entertainment industry workers in April. Over 5,000 industry members signed up for this event hosted by Vice President Miller and LACFL President Ron Herrera. The staff of the California EDD reviewed California unemployment insurance specific to entertainment industry workers to help educate them through the process as well as advise them as to how the EDD was processing the volume of calls. There were sixteen specific topics covered over several hours and the feedback from the members was very positive.

As was previously reported, Motion Picture and Television Fund and the Actors Fund were chosen to distribute relief funds to IATSE members. The Staff at the WCO helped to facilitate these relief funds by confirming membership data for the MPTF to expedite the distributions to the members.

Vice President Miller also reported that the West Coast Office hosted three food banks in partnership with the LA County Food Bank and The Labor and Community Services Department of the LA Federation of Labor. Volunteers from all the LA-based local unions joined with the IA staff to distribute almost 3,000 boxes of food to needy entertainment industry workers. The new WCO was perfectly suited for this type of drive through distribution. Utilizing the front and rear driveways allowed the recipients to remain in their vehicles while volunteers in PPE loaded the food, in boxes of thirty-five pounds each, into the vehicle. This allowed the West Coast Office to keep both the recipient and volunteer safe. Vice President Miller offered his appreciation for all who volunteered, pointing out that there were far more volunteers than there was space to accommodate. The West Coast Office has maintained a list of those who signed up to access them for future volunteer duties. This community support was recognized by the City of Burbank, Congressman Brad Sherman and reported widely in the local news.

The West Coast Office has been preparing to reopen and, as soon as it is safe to do so, regular office operations will resume.

Vice President Miller concluded his report to the Board by commenting that this has been perhaps the busiest time in the Motion Picture and Television Department in at least the last twenty-years. He also pointed out that during a crisis the core, guiding principles of a union are thrown into stark relief: protect worker safety, fight back against erosion of hard-won gains, and provide guidance and help during times of need. The pillars of the IATSE will continue to drive the work of the Motion Picture Department.

President Loeb thanked Vice President Miller for his report. The IA and the Department have never been busier. The efforts to bargain industry-wide safety protocols, and the resulting coordination with the other industry unions and guilds, has put the IA on solid ground going forward. The bargaining power is apparent, and clearly recognized by the producers. Regarding the AICP, the union does not accept its unilaterally promulgated safety protocols.

As Vice President Miller noted, organizing continues despite the pandemic. In unorganized areas, workers were unprotected when the pandemic hit, and were forced to accept whatever their employers implemented. This has resulted in a renewed interest in organizing in these areas among the work force. Regarding the benefit plans, the IATSE must ensure that workers continue to maintain coverage at the greatest possible level throughout this time.

President Loeb commended the work of the West Coast Office, specifically mentioning Vice President Davis and his work in the political arena. That activism has proved especially helpful during this time, as a means of protecting workers as they return to work. The food drive demonstrates that people show who they are in times of crises. It is gratifying to hear that the IATSE's people came out in force to help the community during these difficult times.

IATSE Tradeshow and Display Department

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders provided an update of Departmental activities.

Outreach to Locals

At the outset of the pandemic, the Tradeshow Department began doing regular calls to Locals. The outreach included but was not limited to collecting information on the numbers of shows being postponed or cancelled; tracking economic losses to the Locals; providing assistance with accessing resources; directing officers regarding PPP payments; and engaging volunteers for community outreach efforts.

International Representative Dan'l Cook provided assistance to Locals 13 Minneapolis, 15 Seattle, 28 Portland, 33 Los Angeles, 50 Sacramento, 336 Phoenix, 415 Tucson, 423 Albuquerque, and 665 Hawaii.

Local 13 reported losses of over twenty-thousand labor hours resulting in approximately \$600,000 in lost wages to its members. They have assisted members by providing Unemployment Insurance (UI) updates and a walk-through of the application process. They have

also partnered with the Minneapolis Regional Labor Federation, Unite-HERE, and Restaurant Opportunity Center (ROC) to create a Twin Cities Relief Fund, featured in the AFL-CIO blog Twin Cities Relief Fund. The fund offers small cash grants and support from donations provided by Community Partners. Navigators from affiliated Unions assist workers if they are in need. Local 13 has tasked their office manager and lead call steward as navigators. To date, more than 250 workers have accessed the program. In addition to direct services, Business Representative Matt Terwilliger was also working on lobbying efforts to ensure robust safety protocols are in place when people return to work.

Seattle Local 15's losses included 750 workdays and just over 37,000 work hours. The economic impact to the membership was just shy of \$900,000 dollars and rising. The Local's President and Executive Board immediately set up resources for their members, to include weekly online unemployment calls giving the members an opportunity to help each other through the process of filing unemployment claims. The Local also set up an online crowdsourcing Resources and Opportunities Document, providing links to a variety of community resources, training opportunities, and updates. Members could edit it as they discovered other resources. The Local hosts virtual Donut Day Coffee Breaks providing members a safe place to talk about the ongoing protests and self-isolation. In addition, the Local modified its well-established Meals-on-Wheels program, originally set up for injured workers, to include any member in need. The program provides a \$50 grocery store gift card to people who request support. The Tom Adams Fund, established by the Local to assist injured members to pay their per capita stamps, has now been expanded to consider requests from any member due to the Public Health Emergency.

International Representative Carlos Cota has been routinely working with Locals 15 Seattle, 16 San Francisco, 33 Los Angeles, 50 Sacramento, 107 Oakland, 122 San Diego, 134 San Jose, 504 Anaheim, 611 Santa Cruz/Monterey, and 614 San Bernardino.

Local 33 reported losses for the pandemic period just over \$4.3 million. Local 134 reported \$10.1 million, and Local 504 reported \$350,000 in lost wages and benefits. As with several Locals, these represent both stage and tradeshow gross earnings.

Representative Cota joined with local union members to volunteer weekly at the San Diego Area Food Banks. The Central Labor Councils (CLC) were instrumental in providing financial assistance. The San Diego and Imperial Counties "Feeding San Diego" effort completed at least fifteen food drives, feeding over 20,000 local families. Representative Cota also assisted local unions

in navigating unemployment insurance claims and Actors Fund applications. He provided information about the U.S. Federal Coronavirus Aid, Relief and Economic Security Act and distributed information related to the International's website, IATSEcares.org. Locals and Central Labor Councils in the San Diego area also sponsored hot meals for health care workers. This supported both the frontline workers as well as a family owned restaurant that produced the more than 200 meals. Emergency funds were also set up to assist members of Unite HERE Local 30 and IATSE Local 122. Those in need were given \$100 grocery cards from stores under contract with United Food and Commercial Workers Union around the city. Last but not least, the Locals purchased supplies and materials for the Local's mask makers.

International Representative Don Gandolini worked in conjunction with Locals 17 Louisville, 31 Kansas City, 39 New Orleans, 51 Houston, 76 San Antonio, 126, Ft Worth, 127 Dallas, and 205 Austin.

In comparing March through May of 2019 to 2020, Local 17 reported losses in excess of \$2.6 million. They were fortunate in that two of the Exhibitor Appointed Contractors (EAC), Sho-Link and Nth Degree, received Paycheck Protection Program loans which provided eight weeks of pay at forty hours per week for a handful of their members. The payroll period ran from April 14 through June 8, 2020.

Comparing March to May 2019 to 2020, Local 31 suffered \$2.6 million in lost wages and benefits. The Local's payroll company, TEC, applied for and secured an emergency loan through the Small Business Association in order to continue operations at least temporarily.

Over the past twenty-five years, Local 39 has struggled with an unsuccessful trade show strike, Hurricane Katrina, the 2008 Recession, the BP oil spill, and now the COVID pandemic. Time after time, just when things were coming back together, another major setback hit. Nonetheless, they persist. The Local estimated that the pandemic has cost their members at least \$950,000 in wages and benefits through June. Eleven of their members received PPP checks from Nth Degree for forty hours per week through June 8, 2020.

Texas Locals 51, 76, and 126 reported losses ranging from a high of \$1.7 million to a low of \$750,000. Austin Local 205 was anticipating a record-breaking year. As reported previously, the Local was added to the Freeman AV National Agreement. Finally, they had achieved a solid foundation upon which to build for the future. The Local was on the cusp of loading in the city-wide annual South by Southwest Music Festival when the pandemic hit. They

have determined that they suffered a loss of just under \$800,000 through June.

International Representative John T. Gorey has been actively assisting Locals 99 Salt Lake City, 115 Jacksonville, 321 Tampa, 631 Orlando, 647 Naples, 720 Las Vegas, and 835 Orlando.

Local 115 has participated in community activities including food drives, mask and surgical gown making, the AFL-CIO Workers First Caravan on behalf of the US Postal Service, and other community outreach where the need was greatest. The masks and gowns were donated to Wolfson's Children Hospital in Jacksonville, Florida. The Local estimates \$1.1 million in lost wages and benefits since the outset of the pandemic.

Local 500 South Florida has provided assistance with UI applications, participated in CLC events, community food banks, United Way drives, and local political demonstrations. At this time, they estimate a loss of \$2.5 million dollars in wages and benefits.

Local 631 has been heavily engaged in volunteer activities in support of their members and the community. These included Food Drives throughout Orlando, Black Lives Matter Rallies, AFL-CIO Actions, and mask making. In addition, members participated as volunteers for IATSE CARES. The Local also provided Peer to Peer personal support via Zoom, Unemployment Filing, and assistance with applications to the Actors Fund, Behind the Scenes, and the IATSE Annuity fund. The Local contributed \$1,000 to Feed the Need Florida, which provides food and hot meals to the creative community. Members who operate farms or gathered food from farms were generous in sharing with others. Since the onset of the pandemic through late June, the Local estimates \$1.9 million in lost wages and benefits.

Local 720 has been actively engaged in the Las Vegas area supporting their members and the community at large. CaseCraft, a shop under contract with the Local, produced over 300 ear-savers for masks. These are plastic bands worn on the back of the head that attach to the ear cuffs of masks and alleviate pressure on the back of the ear. CaseCraft also produced 775 children's face shields for St. Jude Children's Hospital, and laser-cut the buttons required for fabric headbands. Many thanks to Brian Judd, a member of Local 15 who owns CaseCraft, who opened his shop to members of Local 720 as his road box business came to a screeching halt. The Local was very supportive of the Culinary Workers Union Local 226. Thousands of their members were facing a return to work with no knowledge of what policies would be in place to protect them. On May 29, Local 720 members joined thousands of Culinary workers for a CARavan on Las Vegas Boulevard.

Thousands of Union members from throughout the area participated. To keep the membership updated, the Local hosts monthly town hall meetings via Zoom. In addition, they offer regularly scheduled online Steward Training in collaboration with Local 720 counsel Weinberg, Roger and Rosenfeld. Since the beginning of the shutdown, Local 720 estimated losses of around \$33.3 million.

Local 835 Orlando is the largest IATSE Exhibition Local in the country, having jurisdiction over the venue ranked number two in the country, the Orange County Convention Center (OCCC). The pandemic shutdown has been devastating for Orlando members. Each year from January through May, the Local dispatches from 600 to 1,200 people per day routinely. And those workers earn the majority of their annual income in that period. Not so this year. The last payroll received by the Local was on or about March 20. As of the end of March, their estimated loss in wages and benefits was \$10.1 million. That represents 323,213 lost work hours. The Local has reduced office staff but has been able to assist members in filing UI claims, submitting Annuity withdrawal requests, and accessing resources available in the greater Orlando area. Several members received PPP payments from Nth Degree for the period April 14 through June 8, 2020. Others received PPP from Eagle Management Group from May 3 through June 30, 2020. The OCCC was anticipating reopening in June, but the rising COVID-19 numbers delayed that. Since the building was empty, the Local held its first in person meeting there on July 7 at no cost, following all appropriate safety guidelines. It was a good morale booster for the members to come together. The OCCC hosted the AAU Jr National Volleyball Tournament on July 14 and Together Again Expo on July 24, a virtual and in person tradeshow.

International Representative Benjamin Hague continues to assist Locals 2 Chicago, 11 Boston, 18 Milwaukee, 19 Baltimore, 22 Washington DC, 27 Cleveland, 30 Indianapolis, 38 Detroit, 110 Chicago, 251 Madison, 470 Green Bay, and 618 Bloomington.

As the state of Illinois and the city of Chicago remain under tight restrictions, both Locals 2 and 110 have struggled since the shutdown. With the announcement of the reopening of Navy Pier, some work will return although most of the events there will be held outside. Local 110 is concerned that there may be no relief for labor organizations in the next round of so-called stimulus. As of the end of June, Local 110 estimates losses of \$6.6 million.

As reported previously, AV Tranquility, based outside Chicago, signed a national agreement in 2018. As with most other Trade Show companies, their business came to a halt in March. The onset of the pandemic prompted the company to pivot into other areas of business. In

April, CEO Jason Gobeyn and some of his associates started America First Products, an effort to secure items related to combating the spread of COVID-19. Initially they sourced masks, infrared thermometers, infrared thermal gates, and thermal glasses. Since then, they have expanded their offerings to include UVC doors which can scan and disinfect people and even vehicles. With any luck, this may provide work for Local 2 referrals under their shop agreement once they begin building and installing UVC doors.

In late March, Local 11 Boston, Massachusetts began work on the Charlestown Facemask Project with a small local manufacturer Dark Monk. The company shifted its production from fire equipment to plastic face shields for health care workers. Local 11 members volunteered on 6-8 hour shifts for about six weeks, creating 30,131 shields, some of which were shipped to the Navajo Nation to protect front line workers in Arizona and New Mexico. The Local estimated lost wages and benefits for the month of March at \$196,000.

Bloomington, Indiana Local 618 took advantage of the shutdown to provide virtual training and recruitment. Representative Hague was able to present a PowerPoint about the IATSE created by Local 2 member Gordon Granger. The presentation is designed for outreach and recruitment of college students. Local 618 is affiliated with Indiana University, giving Hague access to the students in the Theatre Department.

Local 618 members received PPP from a university employer in the first round of payments from April through June.

Since late 2019, Representative Hague was working with several Locals requesting AV Essentials Training. Chicago Locals 2, 19, 110, and 251 all had classes scheduled but had to cancel as a result of the pandemic.

International Vice President C. Faye Harper assisted Locals 78 Birmingham, 99 Salt Lake City, 417 Durham/Chapel Hill, 834 and 927 Atlanta.

During the pandemic, Local 78 member, Pastor Patrick Diggs, and his congregation provided a food bank for members who were unable to purchase food on their own. Member David Guest who works for the Department of Labor in the unemployment division, assisted Local 78 members with filing their unemployment claims.

To assist Local 99 members during the pandemic, the International Trustees and staff provided the members with an assortment of online resources including the Behind the Scenes Mental Health Portal, IATSECARES.org, the Actor's Fund, IATSE National Benefit Funds,

Motion Picture Industry Pension and Health Plan, IATSE Coronavirus Update, and a list of community resources. They also created a Local 99 Help Committee to assist with unemployment filing assistance, and to provide access to information about free or reimbursable training. In addition, to bring members together and to stay connected, the Local hosts Friday Happy Hours on Zoom. Regular phone calls are made to members just to check in.

Local 417 Durham/Chapel Hill/Raleigh has been regularly making phone calls to check in on their members. Business Agent Rob McIntire has been active with the AFL-CIO and is using this downtime to prepare for the upcoming election by making sure Local 417 members have registered to vote.

IATSE Local 834 started a Facebook group called 834's Emergency Response Committee to give members and referrals the most up-to-date information and resources on COVID-19 and to stay connected with members and referrals. As with other Locals, there were a large number of people who were having problems filing their unemployment. The Response Committee was successful in getting all of the claims filed and processed.

Local 927 members have volunteered in a series of Food Drives in collaboration with the Georgia State AFL-CIO and United Way of Greater Atlanta to help provide food for union families. Local 927 Trustee Kazz Walding has been assisting members with filing their Unemployment and Pandemic Unemployment Assistance (PUA) claims.

International Representative Mark Kiracofe has been assisting Locals 5 Cincinnati, 7 Denver, 12 Columbus, 46 Nashville, 53 Springfield, 69 Memphis, 99 Salt Lake City, and 140 Chattanooga.

Local 7 assisted in the field hospital installation at the Colorado Convention Center. It is scheduled to remain in place through the end of 2020, so work will not likely return to that facility until 2021. A few members of the Local received PPP from some of the Exhibitor Appointed Contractors including Nth Degree. These workers received pay covering forty hours a week from April 14 through June 8, 2020.

Local 69 was approached by Czarnowski Display Services for work on a 400-bed field hospital project in the old Commercial-Appeal building. The Local reached agreement in April to cover the build. The project employed thirty Local 69 referrals for ten days. This was the first time Czarnowski worked in the Local's jurisdiction and will hopefully lead to an ongoing relationship.

Representative Kiracofe was contacted by Local 140 Secretary Skip Gienapp regarding available resources

for members, procedures for remote meetings, and state unemployment issues. Gienapp invited both District Secretary Andrew Oyass and Representative Kiracofe to participate in the Local's first web-based membership meeting on April 7. Forty of the seventy members logged on. The membership has stepped up its engagement in community activism during this shut down. They have also used this opportunity to increase their training initiatives.

Representative Kiracofe also coordinates the IATSE participation in tradeshows and conferences each year. At the outset of the pandemic, he received notification that the Game Developers Conference, USITT and ExhibitorLive had cancelled their March dates. Soon after, InfoComm and Siggraph reformatted to virtual platforms for their 2020 events. At this writing, the next scheduled in-person event is LDI in Las Vegas at the end of October.

Tradeshaw Canada – COVID-19 Impact

International Representative Jim Brett has done outreach to Locals 56 Montreal, 58 Toronto, 63 Winnipeg, 105 London, 118 Vancouver, 210 Edmonton, 212 Calgary, 822 Toronto and 863 Montreal.

Although most provinces have significantly relaxed restrictions brought on by the COVID-19 crisis, the Tradeshaw sector has been very slow to recover. In most large population centres, tradeshaw work remains virtually non-existent. While various provincial and municipal health authorities are allowing convention centres and meeting facilities to re-open, the mandated restrictions are prohibitive to the actual production of an event. Limits to the maximum number of people allowed in a group combined with restrictions on the overall number of people allowed as a percentage of venue capacity, continues to make it financially impossible for most organizations to hold their events. More than twenty major tradeshaws, conventions and events that would have been serviced under Local 58 contracts were cancelled. Also, due to these challenging circumstances, there has been no report of progress in the negotiations between Local 58 and PSAV at the Sheraton Centre or for the Freeman unit (now PSAV) at the Metro Toronto Convention Centre.

Hotel X, on the grounds of Exhibition Place in Toronto, where PSAV is the in-house AV provider, has continued its refusal to use Local 58 for work that falls within the jurisdiction of the Local under its contract with the Board of Governors of Exhibition Place. Numerous grievances have been filed, one of which has proceeded to arbitration and resulted in a favourable decision for the Union. Exhibition Place has given notice of its intention to seek judicial review of that arbitration decision.

As is the case in Toronto, there is no report of progress with PSAV negotiations for the full-time employees at the shop in London represented by Local 105.

In early December of 2019, Local 118 filed a grievance against PSAV over their continued refusal to use Local members under the terms of the National Agreement. On April 30, 2020, a settlement of the grievance was reached. Once work has resumed, this relationship will prove to be beneficial to not only the Local but to PSAV.

Return to Work Safety Protocols

Members of the Tradeshow Department participated in local and national efforts to define safety protocols to protect members as the opportunities to return to work began cropping up. Some of the industry associations worked through committees already serving as Labor Management Councils. Others created ad hoc coalitions to ensure that all perspectives were considered when defining what best suited the needs of employees.

Freeman Decorating reached out to Vice President Sanders early on and she participated in discussions that included the Carpenters, Teamsters and Painters Unions in addition to Freeman staff. The group continues to meet regularly updating protocols as new information is gathered.

Representative Gandolini serves on the Labor Management Council of the Exhibition Services and Contractors Association (ESCA). In the early stages of the pandemic, the Council began to realize the devastating impact of the pandemic and mobilized a Health and Safety Committee to begin the tedious process of developing return to work guidelines and protocols. Over a six-week period, the group developed protocols which are now in a document, Health and Safety Guidance for the Exhibitions Industry.

Representative Cota holds a seat on the San Diego Convention Center Board and was asked to participate in the newly established California Convention Center Coalition to establish a statewide plan to re-open convention centers safely. The group released its Safe Reopening Plan Minimum Standards in early June 2020.

Vice President Sanders and Representatives Gandolini and Cota have worked with the International's epidemiologists to develop the IATSE Tradeshow Department Health and Safety Guidelines for COVID-19. They are guidelines specific to workers in the Tradeshow and AV industry covering major venues and warehouse jobsites. The Department anticipates finalization and dissemination of the guidelines shortly.

Association Partnerships

Go Live Together!

Midway through the pandemic, major employers in the Tradeshow Industry formed a coalition with the goal of engaging in lobbying or advocacy on behalf of the industry with various levels of government. Staff from Freeman reached out to invite the IATSE to become one of the sponsors of this coalition.

Exhibition Day 2020!

Each year in June, meeting planners, show managers, service contractors and union representatives from the Tradeshow Industry schedule a lobby day on Capitol Hill in Washington, D.C. Not surprising, this year's Lobby day was held virtually on June 3, 2020. More than 1,600 individuals participated in a webcast version of Exhibition Day 2020! Experts from various segments of the industry addressed participants on the changing environment, the revenue lost to communities since late February and the vast unemployment driving those communities further into fiscal distress. Panels and lectures were followed by small group discussions. Participants were urged to reach out by email to their U.S. federal representatives, sharing the information for their area. The group provided individuals with a breakdown of economic parameters by state, to include the number of meetings, conventions, and tradeshow with corresponding numbers of participants and revenues generated.

Regular Work of the Tradeshow Department

Local 17 Louisville, KY

Expo Plus signed a new area standard trade show agreement with Local 17 that runs through December 31, 2022. Representative Gandolini assisted the Local in securing economic increases per year.

Local 33 Los Angeles, CA

Representative Cota was assigned to assist Local 33 in negotiations with Performance Company LA, LLC – SoFi Stadium. They continue to move forward despite the difficulty of scheduling meetings. The Local hopes to have an agreement in place prior to the first scheduled event on August 21, 2020.

Local 69 Memphis, TN

In February, Representative Kiracofe assisted in getting an agreement with Freeman for a three-year successor contract for their work in Memphis. This

successor contract achieves parity with other General Service Contractors in the jurisdiction. Highlights of the contract are economic increases to wages and benefits over the term as well as improved rest and meal period language and an additional paid holiday.

Local 99 Salt Lake City, UT

Representative Kiracofe finalized negotiations with local General Service Contractors, Modern Expositions and JP Display, in early March 2020; the agreement provides for wage increases retroactive to January 1, 2020.

Local 122 San Diego, CA

In July 2020, Local 122 won overwhelmingly its election to represent PSAV workers in the greater San Diego area.

Local 336 Phoenix, AZ

Representative Cook assisted the Local in the negotiation and ratification of modification to the GES shop and C&C machine operators' language following the relocation of C&C's operation from Las Vegas to Phoenix. The modifications add additional job categories for shop employees and overtime start times for shop work only.

Local 611 Santa Cruz, CA

Representative Cota continued to work with the Local on its PSAV organizing drive in Monterey Bay. A petition for election was filed on March 4, 2020. The Regional NLRB Director issued a decision in June 2020 denying the Local's petition. The Local has filed for an official review this Regional NLRB Director decision and is awaiting response from the NLRB.

DNC and RNC

Local 18 will experience significant reductions in available work that would have otherwise arisen from the Democratic National Convention (DNC) in Milwaukee arising from COVID related changes to the convention. Local 115 inherited the Republican National Convention (RNC) when President Trump advised the RNC would be moved to Florida following North Carolina's confirmation that it would strictly enforce COVID-19 guidelines should the RNC proceed in North Carolina. The RNC has since been recently cancelled.

International President Loeb thanked Vice President Sanders for her report. In doing so, President Loeb noted that although the Tradeshow Department's

members have suffered devastating financial losses as a result of the COVID-19 pandemic, the IATSE will work diligently with industry stakeholders to get the industry back up and running as soon as possible with safety protocols in place to protect the health and safety of members. President Loeb concluded his remarks by confirming he was proud of the Department's communications with and assistance offered to members throughout the crisis.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb updated the Board concerning the activities of the Department since the Mid-Winter Meeting of 2020. During that time, with the COVID-19 pandemic shuttering the entire entertainment industry overnight, unprecedented numbers turned to the internet and traditional media for answers. Thus, the work of the Communications Department has never been more critical to the mission of the Alliance. Ultimately, longstanding commitment to expanding its capabilities allowed the Communications team to rise to the occasion and deliver the message of the International during this crisis.

In February, the Department welcomed Megan Greene as Communications Outreach Coordinator. With a background in journalism, Greene brings experience in feature writing and media relations. Additionally, certain Canada-focused work has been increasingly handled by International Representative Krista Hurdon and Canadian Office Operations Manager Nate Richmond, who ensure Canadian members are informed with frequent email updates and website press releases.

Over the last six months, the Department's responsibilities have expanded to include press relations and print (the Official Bulletin) in addition to email, social media, SMS texting, and website development. The Department worked to deliberately focus on the interactions between these mediums to build an effective, repeatable, and scalable cycle of engagement.

Email endures as one of the most reliable ways to reach IA members and Locals. Through the Action Network email platform, over seventy-five email blasts were distributed in the first half of 2020. This exceeds the number of emails sent by the Department in any full year since assuming responsibility for the program in 2016. Over two-thirds of emails sent so far in 2020 were dispatched in March and April, with the Department sending twenty-three and twenty-one email blasts in each month, respectively. For reference, the previous record number of emails sent in a single month since 2016 was eleven.

In addition to providing a tool to send informative emails, the Action Network platform allows the Department to quickly craft and distribute online events, petitions, letters, and other actions. These online actions have become immensely useful in raising awareness of workplace matters and communicating with legislators in a variety of campaigns. The action-based approach allows the Department to broadly engage the entertainment and labor communities through the new IATSE advocacy email list. When individuals participate in an IATSE-sponsored online action through Action Network, they may also opt in to receive future IATSE updates. Through this strategy, the IA's advocacy list has grown from under 8,000 in January to over 170,000 in July.

The IA social media pages have seen rapid expansion as news sources for members as well as a pathways to facilitate collective action. Since January, the IATSE Facebook page has grown by 2,800 likes for a total of 32,800—a growth rate of over nine percent. The IATSE Twitter page grew by over 3,500 follows to 18,500—an exceptional growth rate of twenty-three percent. The IATSE Instagram page reached an important milestone by eclipsing 10,000 followers, thus acquiring a coveted “swipe up for link” feature. In March, a letter writing campaign to, “tell Congress to include displaced entertainment workers in relief package” received over 60,000 actions from social media pages alone, accounting for over half of the total letters sent to Congress. The Department widely shared the campaign in various Facebook groups.

The important aid work that IATSE members conducted during the pandemic has been successfully reported on social media. In April, a time lapse video of Local 8 members building a temporary field hospital was viewed 200,000 times. Other posts featuring IA members using their skills to craft much-needed personal protective equipment also received tens of thousands of views. Other notable areas of member activism include the strong presence of IA kin at Black Lives Matter protests. Social media pages also continue to be a source of news for membership during the volatile and fast-changing environment created by the pandemic. One of the most engaging posts on the Facebook page was President Loeb's April 1 video address to members, which was viewed over 40,000 times on YouTube and Facebook.

In the first half of 2020, the Communications Department also began securing press placements and earned media. The Department has used innovative software to monitor media, manage press lists, and distribute press releases. Since January, the Department distributed nineteen press releases covering a variety of topics. Many of these press releases led to articles published by prominent entertainment industry trade

publications (including Variety, The Hollywood Reporter, PlayBill, Broadway World, The Wrap, and others).

The Department has also utilized mobile messaging to send important text updates to members who have opted into its text list. Anyone who would like to sign up for alerts may do so. In one case, SMS texts blasts were used in collaboration with the Broadcast Department in an organizing campaign. Workers opted in and received information about labor rights and unions. The International also added peer-to-peer texting as part of the C.A.R.E.S. mutual aid program. With peer-to-peer, each text is sent by person. This allows more natural two-way communication. The application was used to distribute information about IATSE C.A.R.E.S. to over 5,000 members in a single day during the pandemic.

The Department has also begun website design and development. In March 2020, the Department unveiled www.iatsecares.org, described elsewhere to the Board. The website spent less than a week in development in-house, saving the international an estimated \$10,000-\$30,000. As the hub for the IATSE mutual aid program, the site was visited by over 100,000 users in just three months.

Additionally, in June 2020, the Department completed and launched two new sites, which will be used in organizing. These sites, developed in collaboration with International Representative Tanya Mahn, show how next-generation digital technology can be used to support organizing. A more modern www.iatse.net website has also been in progress but has been set back substantially as a result of the COVID-19 pandemic.

In February, the Communications Department assumed further responsibility for the IATSE Official Bulletin. While General Secretary-Treasurer Wood remains the publication's editor, Communications Outreach Coordinator Megan Greene assists in collecting and curating content. Coordinator Greene helped prepare the first and second quarterly editions of the Bulletin while working from home. These special pandemic issues featured essential information from the IA, health resources, mental wellness services, and information about the non-profit aid organizations the IATSE partnered with. The inclusion of content from the IATSE's digital program benefited the Bulletin's recent content. For example, the second quarter edition of the Bulletin featured a collage highlighting members' mutual aid work during the COVID-19 pandemic, and many of these photos were secured from online sources.

In March, the Department began to showcase the activism of members and demonstrate the impact of COVID-19 with member stories. The “Your Story, Our

Story” campaign involved interviews with members who volunteered to be featured and subsequently shared their stories on the newly created www.iatsecares.org site and in the Official Bulletin. The program has featured twenty-seven member stories thus far. These articles were well-received and the AFL-CIO featured several in their daily briefing emails. The Wrap interviewed and featured three IATSE members, integrating the member stories into press relations strategy. The Communications Department continued to interview for and produce member stories covering a variety of topics, including Pride Stories, stories featuring black, indigenous, and people of color; Black Lives Matter protest stories, general activism stories, and unemployment insurance advocacy stories. These stories will continue in the future.

The Department continues to work closely with the Political & Legislative Department to push issues before the U.S. Congress, especially during the COVID-19 pandemic. As described above, on March 16, the Department launched a letter-writing campaign advocating for entertainment workers in federal COVID-relief legislation. Over the next two weeks, over 100,000 letters were issued to Congress, making it the largest IATSE-sponsored online action ever. The same strategies have been applied in a follow-up action to inform lawmakers of “top priorities for entertainment workers in subsequent COVID-19 legislation.” Just under 40,000 letters have been sent in connection with that action.

The Communications Department also continues to strive to bolster the communications capacity of IATSE’s local unions. The Department began offering office hours on a weekly basis that allow Local personnel to discuss specific questions on a case-by-case basis. Similarly, the Department continues to train Locals communicators on how to use Action Network. In the first half of 2020, the Department trained twenty-two Locals. The Department recently launched an online form for Local officers to complete to begin the process of setting up an Action Network account (available at www.iatse.co/actionnetwork).

Digital communication is critical to everything the IATSE does, from engaging with members to assisting with organizing in all sectors of the entertainment industry. As demonstrated throughout the COVID-19 crisis, the Alliance will continue building the Communications Department’s capabilities to ensure preparedness for unfamiliar situations. Director Loeb concluded by thanking President Loeb and the General Executive Board for the opportunity to lead the Department during a time as difficult as the COVID-19 crisis.

IATSE CORONAVIRUS ACTIVE RESPONSE AND ENGAGEMENT SERVICE (C.A.R.E.S.)

Director of the Communications Department Jonas Loeb delivered a report to the General Executive Board on the IATSE C.A.R.E.S. Mutual Aid Program. The IATSE’s online response to COVID-19 began before the World Health Organization formally declared the virus a pandemic. On March 9, 2020 following an urgent meeting of Department Directors, the Communications Department published the IATSE’s coronavirus update portal on the International’s website. Two days later the World Health Organization officially declared COVID-19 a global pandemic. On March 13, the U.S. also issued a proclamation declaring the outbreak a national emergency. At this point, entertainment productions of all types across the United States and Canada began to close and cancel work, leaving the overwhelming majority of IATSE members without work.

As reported elsewhere to the Board, the Communications and Political & Legislative Departments quickly released a successful letter-writing campaign urging lawmakers to consider the needs of entertainment industry workers in COVID-19 relief legislation. Ultimately, the U.S. Congress passed the Coronavirus Relief and Economic Security (CARES) Act, one phase of federal relief, in late March.

Meanwhile, on March 18 President Loeb held a conference call with the Disaster Response Committee and the Young Workers Committee calling for the two committees to collaborate on a comprehensive mutual aid campaign for members affected by the COVID-19 crisis. On the call, Local 52 Steward Mandie DeMeskey described a New York community-based nonprofit called Invisible Hands Deliver. The organization was designed to allow volunteers to deliver essentials like groceries, prescriptions, and other supplies to individuals at-risk for COVID-19 or those who otherwise could not put themselves in danger by running errands for their own essentials.

It was determined that the IATSE could implement a similar program for IA members. Within twenty-four hours of President Loeb’s directive and several further discussions weighing detailed options, it became clear that the Communications Department had existing capabilities to quickly build a website to serve as the program’s hub. Further, an in-house approach would allow the website to be continuously updated, rebuilt and modified over time.

At this point, the development team landed on the name “IATSE C.A.R.E.S.” for the IA’s mutual aid program and website. This offered a memorable domain name (www.iatsecares.org), and a descriptive acronym

for the “Coronavirus Active Response and Engagement Service.” Additionally, #IATSEcares appears on Twitter as far back as 2015. Information Technology Administrator Jimmy Rainey worked closely with the Communications Department to secure the domain name, and create the shared email address that would be used for the duration of the campaign, iacares@iatse.net. The IATSE created and used the “CARES” acronym days before the U.S. Congress introduced the CARES Act in March.

The program started with three basic concepts. Individuals could sign up to volunteer, sign up as a member in need of a delivery, or sign up to receive phone calls from volunteers (i.e., “buddy up”). Signing up as volunteer meant that individuals were willing to participate in the buddy system and check in on members who requested someone to speak with. Volunteers were also able to indicate their willingness to make deliveries to members in need or do both. Director Loeb built the foundation for the website and 72-hours into the project on March 23, 2020 the first version of the website was translated into French and members of the IATSE C.A.R.E.S. team were ready to beta test the site.

When online form submissions were received, they would be immediately vetted by a General Office staff member to ensure the individual was an IA member. Individuals requesting to “buddy up” would be paired with a volunteer in their respective country and time zone. Matching requests for essential delivers to appropriate volunteers offered additional challenges because prospective volunteers must be in close proximity to the member in need. Throughout the planning process, Canadian Counsel Ernie Schirru and Associate Counsel Adrian Healy helped ensure the program did not infringe on privacy or communication laws or endanger any members.

On March 26, Director Loeb and International Representative Wade Tyree met with Assistant Director of Stagecraft D. Joseph Hartnett and International Representative Daniel Little to integrate the new Action Builder web application into the program. Action Builder’s interactive mapping features could help identify the closest volunteer to each member in need. Initially, the IATSE C.A.R.E.S. task force was divided evenly into districts, and each member of the team would be responsible for matching requests in their assigned district. Later, as the program gained popularity, this responsibility was shifted to General Office staff.

On March 27, 2020 the website officially launched. Thanks to email blasts distributed by the Communications Department and general interest on social media, hundreds of volunteers signed up within the first forty-eight hours. Buddy and delivery requests began to roll in,

and volunteers were swiftly dispatched. After only a week, 23,463 users had visited the site.

Almost immediately, Director Loeb secured free elite web hosting due to the COVID-19 mutual aid mission of the website. With increased technical capacity to accommodate the large numbers of website visitors, updates were made to expand it into a portal for broader COVID-19 related information. On April 1, President Loeb delivered a “state of the industry” address, which was embedded onto the homepage of the website. That day received the highest single-day traffic, with over 13,000 visitors. Further updates were subsequently integrated into the C.A.R.E.S. site, including dedicated sections for resources, news, member submitted articles, and embedded online petitions and letter-writing campaigns.

During this time, International Vice President Joanne Sanders organized members of the IATSE Women’s Committee in a call to action to create masks and personal protective equipment (PPE) for medical and non-medical use due to the international shortage of those materials. Thousands of masks were quickly being produced by IATSE members across the U.S. and Canada. Additionally, working closely with Assistant Director of Motion Picture and Television Production Vanessa Holtgrewe, Los Angeles Locals began providing PPE for UCLA Medical and other surrounding hospitals. The IATSE C.A.R.E.S. website was amended to feature a new “mask crafting portal,” which included mask patterns from Local 705, 764, and 892, and University of Florida Health. A video tutorial was offered and viewers were granted an opportunity to request metal mask note pieces through the Sheet Metal, Air, Rail, Transportation Workers Union (SMART).

While the C.A.R.E.S. website received significant traffic, it was unlikely that all IATSE members would be able to use the site. Some members have limited internet access, including retirees, who may be particularly at-risk for COVID-19 complications. The IATSE C.A.R.E.S. task force embarked on a mission to contact every IATSE member to ensure members became aware of the help available through the C.A.R.E.S. program.

On the recommendation of the AFL-CIO, the Alliance secured an account for a digital phone banking tool. Through this platform, volunteers can log onto a website and connect with a member. When the call connects, a dynamic script appears, providing talking points based on each member’s responses to volunteers’ questions. A launch plan was developed and volunteers began making calls on May 4. The C.A.R.E.S. task force initially developed a call list of approximately 13,000 IA members. From May 4 through July 9, volunteers had individually called 7,064 of these members. However, Canada’s communication

regulations meant that the phone platform could only be used to contact members in the U.S. The team looked for other options to reach Canadian members and SMS text messages offered a viable alternative to phone calls because a vast majority of contact numbers were mobile phone numbers. Director Loeb secured a special peer-to-peer COVID-19 text messaging account, which granted the C.A.R.E.S. team 10,000 free texts, and a significant means of reaching members in Canada.

Text messages in English and French were developed in collaboration with the Canadian Department. These were distributed to members throughout Canada on July 6, reaching every member on the English and French lists in a single day. The response to these texts was overwhelmingly positive, with roughly nineteen percent of recipients responding, and even more going on to visit the www.iatsecanada.net website.

The successful deployment of this peer-to-peer platform in Canada led Director Loeb to also deploy the same technology to reach members in the U.S. who had not yet received a C.A.R.E.S. call. On July 7, the C.A.R.E.S. task force sent 5,564 text messages, further building on the program's outreach mission. These messages also saw high response rates, with fifteen percent of members responding. According to website analytics, around 1,500 visitors viewed the site as a result of these texts. In the following days, there was a noticeable increase in requests for buddies and deliveries from members in the U.S. and Canada.

The C.A.R.E.S. initiative has grown to be much more than a mutual aid program. As sisters, brothers, and kin of the IATSE, it was no surprise that members bonded with each other as they helped one another. Over a hundred members looking for someone to talk to were matched with a buddy, and in many cases, these matches blossomed into great friendships. The task force observed a similar trend with deliveries. Over seventy members in need received essential deliveries and many of the volunteers kept in contact with their assigned member in need. In many cases, volunteers remained in touch with those members directly to provide subsequent deliveries. Eventually, the program became sophisticated enough to allow the task force to connect volunteers with members in need on the same street or block.

IATSE C.A.R.E.S. became a robust program for members and the lessons learned in launching it will continue to benefit the Alliance. With over 2,500 volunteers registered in the United States and Canada, the C.A.R.E.S. initiative helped create the most comprehensive list of activists the International has ever compiled. Locals may contact the C.A.R.E.S. task force to determine if their members registered as volunteers

by emailing iacares@iatse.net. As the COVID-19 crisis continues, the C.A.R.E.S. team will continue activating volunteers in this manner.

Overall, the C.A.R.E.S. program was a tremendous team effort. Director Loeb thanked the Young Workers Committee, Disaster Response Committee, and Women's Committee for their contributions. Director Loeb thanked Assistant Stagecraft Director Hartnett and Representative Little for lending their Action Builder expertise to help integrate that technology into the campaign. He specially thanked the beta testers and volunteers who make the program work. Director of Human Resources and Operations Asha Nandlal and General Office staff members Vanessa Stacey, Puva Yoka, Matt Del Toro, Shayna Gentiluomo, and Ketiwe Boahene were recognized for their administrative roles in implementing the program. He also thanked International Representative Tyree for his tireless work. Finally, Director Loeb thanked President Loeb for his vision and guidance in undertaking the www.iatsecares.org program.

IATSE YOUNG WORKERS COMMITTEE

During the Board's 2020 Mid-Winter Meeting in Dallas, energy and excitement surrounded the upcoming Young Workers Conference, which was scheduled to be held in April 2020 in Minneapolis. As with all previously scheduled events, the Conference was canceled due to COVID-19 travel and public gathering restrictions. Prior to its cancellation, hundreds of attendees had registered to attend and a member waitlist was growing. The Conference's curriculum, content, and guest speakers had been confirmed and the Committee members were prepared to network with the next generation of IATSE members. With everything in place except a physical location, The Committee elected to adapt portions of the event into an online format. Each portion of the would-be Conference would be held in a separate webinar over Zoom every two to three weeks.

On-line sessions from May through June included: The History and Structure of the IATSE by Assistant Director of Stagecraft D. Joseph Hartnett; COMET (Continuing Organizing Membership Education Training) by International Representatives Allison Smartt and Wade Tyree; Social Media for Union Action by Communications Director Jonas Loeb and Senior Communications Coordinator Steven Chaussee; The Impact of Elections on Labor Law, Unions, and Their Members by CPA James Heinzman; and, Winning for Workers-2020 IATSE Politics by Director of Political and Legislative Affairs Tyler McIntosh and Assistant Director Jackson Rees.

In addition to virtual programs, Young Workers

throughout the Alliance remained active and involved during the COVID-19 shutdown. The Hollywood IATSE Young Worker Coordinating Committee meets once a month over Zoom to discuss the activities of each Local's Committee. The Local committees have participated in volunteer opportunities, including IATSE C.A.R.E.S. calls, Motion Picture and Television Fund (MPTF) grocery delivery and IATSE-sponsored food drives. Virtual platforms have allowed committee members to stay active in philanthropic activities as well. Local 729's Young Workers Committee created an infomercial encouraging their members to create fun and educational videos for MPTF's campus residents. Local 600's Young Workers Committee hosted a virtual yard sale, which raised over \$7,000 for the Local's hardship fund. Local young workers also remain politically active by participating in voter registration phone banks. When it is safe to do so, the Committee hopes to coordinate an educational outreach for high school students to allow members to share knowledge about jobs in entertainment and the benefits of union representation.

The Canadian Young Workers have also been busy. The chairs of the various Local committees in Canada meet bi-weekly on Zoom to discuss official business, while also holding virtual social events that welcome all Canadian young workers. The Canadian Young Workers Committee chairs, on Monday July 27, hosted a virtual town hall event, which was open to all Canadian young worker members.

Director Loeb acknowledged the work and contributions of fellow Young Worker Committee members Wade Tyree, Allison Smartt, Nate Richmond, Carolyn Benane, Steven Chaussee, and Megan Greene for their continuing work and demonstrated flexibility during the COVID-19 crisis.

President Loeb thanked Director Loeb for reporting on behalf of the Communications Department, the IATSE C.A.R.E.S. task force, and Young Workers Committee. He commended the very thorough and exhaustive hard work of those groups during the last several months. As is evident from the length of the report, efforts have been ceaseless during the COVID-19 pandemic. He noted that the Communications Department has been an integral and essential contributor to the Alliance's campaigns and political programs and has been especially important during COVID-19. While the Young Workers Conference could not proceed as planned, the Committee nonetheless delivered valuable programming to members in an online format. The IATSE C.A.R.E.S. program demonstrates the overwhelming solidarity of IA members during these unprecedented events. The Alliance will continue to support that program, consistently work to refine it, continue examining the most appropriate ways to support

the IATSE's members, and activate volunteers who in turn support one another. The C.A.R.E.S. team and all volunteers should be applauded for their efforts.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia White reported on the recent activities of the Education and Training Department, incorporating also the activities of the IATSE Training Trust Fund and the International Craft Advancement Program.

Union Leadership Training

With the onset of the COVID-19 pandemic, like all other in-person events requiring travel and large gatherings, planned in-person IATSE Leadership trainings, including 2020 Leadership Development Week, Local Union Trustee Training, Secretary-Treasurer 2.0, and Organizing 2.0 were all cancelled, as was IATSE 2020 Staff Training. As soon as health and safety conditions permit, these sessions will be rescheduled, and all Local officers who were enrolled will be contacted and encouraged to re-enroll. Fortunately, since the last General Executive Board meeting, a few sessions were held, and since March, the Department has begun a pivot to more remote learning opportunities for Locals and members.

IATSE Officer Institute

Friday, January 31, 2020 and Saturday, February 1, 2020, immediately following the Mid-Winter GEB Meeting in Dallas, Texas, two courses were offered for local union leaders: "Negotiations/Collective Bargaining" and "Public Speaking/Telling Our Union Story". These classes were previously presented as part of 2018's Leadership Development Week and had wait-lists of students, and they were once again full, with forty-four students in the Collective Bargaining class and twenty-three in Public Speaking.

"Collective Bargaining" is consistently one of our most popular class topics and Kim Cook, from Cornell's Worker Institute is one of our most popular teachers.

"Public Speaking/Telling Our Union Story" covers the fundamentals of public speaking and techniques and approaches to prepare for public speaking and combat nervousness from the perspective of storytelling and connection to the listener. Instructor Adam Wade guided the class toward clearly expressing their ideas.

The 20th session of the IATSE Officer Institute 1.0 was held February 10-14, 2020 in Phoenix, Arizona. Fifty-four students from thirty-five U.S. Locals attended. This

class, which lays a foundation in basic union leadership skills is now in its seventh year, with 941 graduates from 222 different Locals in Canada and the U.S. As time passes and we see the natural turnover of Local officers, the Officer Institute is more and more a fundamental part of IATSE culture. Locals are now sending new Executive Board members to class, so that they can learn critical skills before possibly becoming the President, Secretary-Treasurer or Business Agent, and of course, experienced leaders still also attend and are welcomed, to fill in gaps and update their knowledge. Curricula is constantly revised, to remain meaningful and accessible to both veteran as well as new and rising leaders.

Since the pandemic, the Department has introduced a periodic email newsletter to graduates to connect them to resources and to each other and retooled the online portal of class materials and resources. Recognition was given to General Secretary-Treasurer Wood and IT Administrator Jimmy Rainey for their assistance with the portal. Officer Institute graduates with questions should send them to officerinstitute@iatse.net.

IATSE Online Learning

In 2009, the International set out to create a culture of continuous education and has succeeded beyond what was imagined. Unable to attend in-person classes, local union officers and members continued to reach out and request training. The Department is working hard to expand opportunities for both Local leaders and rank-and-file workers.

The Department's first online workshop for members was "The Impact of Elections on Labor Law, Unions, and their Members", presented on June 12, 2020. The original version of this class was presented in-person by James Heinzman of Schultheis and Panettieri, LLP at the mid-Winter GEB in Dallas, and afterward, over 100 Local leaders requested copies of the presentation to show their members, which were provided. Many Locals, along with the IATSE Young Worker Committee, requested Heinzman do the presentation for their members. International Vice Presidents John Ford and Colleen Glynn made personal requests that an online version be made available as the pandemic hit. On June 12, the webinar was presented, free and open to all IATSE members, and was watched live by 675 members and more having watched the recording since then. The webinar is still available, and Locals that wish to make the recording available to their members can contact officerinstitute@iatse.net.

On Thursday, July 30, again by popular demand, the U.S. version of the IATSE Road Show: "Why Unions Still

Matter" was presented online for all interested IATSE members. Since 2010, as an in-person training available to local unions, this course has taught IATSE members how unions and worker power build an economy that creates jobs, raises wages, and promotes a better quality of life for all. It is particularly relevant now, as the U.S. prepares for Federal Elections this fall, and workers need to remember the importance of electing representatives who will support the union rights we all enjoy. There are versions for both U.S. and Canadian Locals. The IATSE Road Show will once again be available as an in-person training when the current health crisis is resolved.

On August 12, 2020, another presentation, "Suicide Prevention and Emotional Wellness" will be given for any interested members, families and friends. This workshop is a natural outgrowth of the Behind the Scenes Foundation Mental Health & Suicide Prevention Initiative, in which the IATSE participates. The BTSF (an industry charity that provides financial support to industry workers with serious illnesses or injuries) started their Mental Health and Suicide Prevention Initiative in the Fall of 2019 in response to the rising number of suicides and the prevalence of alcohol/substance misuse within our industry. The goal of this initiative is to provide members of the entertainment technology industry access to information, tools, and recourses regarding mental health and emotional wellness. International Trustee White and Local 849 Business Agent Shelley Bibby serve as IATSE representatives to the initiative.

Many Locals have invited Lori Rubinstein, Executive Director of BTS to digitally address their members about the Emotional Wellness resources available to them, and this seminar will expand on that information, with an increased emphasis on suicide prevention.

Because of the importance of this topic, especially in the current moment, the first Officer Institute course for local union graduates of the Officer Institute 1.0 was held. The session, titled "Stress, Mental Health, Harassment & Bullying Hazard Awareness Workshop" was presented by Dominic Housiaux, Principle of Lankey & Limey LTD, ACT cardholder, and member of the BTS Mental Health and Suicide Prevention Steering Committee. Four sessions of the six-hour intensive training were held online, on June 29 and July 13, 14, and 15, 2020. The pilot Workshop was intended to raise awareness of psychological hazards that workers in the entertainment industry may face as well as provide Local leaders with tools to promote emotional wellness and psychological safety on the job. All sessions of the class were sold out, with 80 students attending, and more will be scheduled soon.

FormoreinformationabouttheBTSFandtoaccesstheir Mental Health and Emotional Wellness resources, please

visit their website: <https://wp.behindthescenescharity.org/mental-health-and-suicide-prevention-initiative/>

District Convention Education Sessions

The IATSE District Convention Education Sessions have moved online for all districts still holding conventions. In preparation for this immensely consequential U.S. election year, this year's workshop is a collaboration with the Political/Legislative Department, "Winning for Workers: 2020 IATSE Politics". The presentation carefully makes clear the many ways in which politics are important to workers, gives legislative highlights and threats, and explains what has happened in Washington during the COVID-19 pandemic. It also details political resources available to local unions through the Political/Legislative Department to inspire political activism amongst the IATSE membership, primarily via the local union Political Coordinators, and give a voice to the IATSE membership, and talks about the PAC.

Educational resources available to local unions and members are also explained during the session. The training has been presented at Districts 1 and 9 and will continue through the summer and fall.

Labor Education Assistance Program (LEAP)

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. As of July 27, 2020, Local leaders were reimbursed this year a total of \$6,734.84. The total program spending since the inception of the program in fall of 2009 to 2020 is \$369,506.97. 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 and a list of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Training and Outreach Materials

All the IATSE outreach materials that have been designed for local unions to customize and deliver to their members are still available and ready for Locals to use either online or when social distancing restrictions ease in person. IATSE Steward Training and "Passion and Pay", a student outreach presentation, are still available on request from the Education and Training Department.

Student Outreach

The ReelWorks/Local 52/IATSE Partnership Studio

Mechanics Boot Camp, for grips, was to begin in the Spring of 2020, but has been delayed due to COVID-19. Similarly, the Roundabout Theatre Partnership, which includes the Theatrical Workforce Development Program and "Hidden Career Path" Days continue, but online. As the world focuses on issues regarding equality, inclusion, and diversity it is especially unfortunate that the pandemic affected IATSE student outreach programs, which are accomplishing wonderful things in this area. Since the murder of George Floyd, the Department has received many inquiries about this successful program from entities ranging from the Congressional Hispanic Caucus to rank-and-file local union members. Education and organizing are important components of bringing equity and justice to the entertainment industry, and student outreach of the kind in which the International was already participating is an important component.

Hidden Career Path Days will continue online this fall and the Roundabout Education program has been selected as an official partner of the New York City Board of Education to provide arts education to all NYC public schools. Before the pandemic closed everything, a traditional Hidden Career Path Day for Wardrobe was held on February 28, 2020. Thirty Students from five different NYC public high schools attended and participated in interactive demonstrations. After the demonstrations, students went on backstage tours of Mean Girls, Book of Mormon, and A Soldier's Play, all led by Local 764 members. Thanks go to Martha Smith, Secretary-Treasurer of Local 764 and all the volunteers for their assistance.

Always in search of ways to link students to real work, on March 6, 2020 in collaboration with Roundabout and AVIXA, to the Department hosted the first AV Hidden Career Path Day. Thirty-two students from five New York City public high schools attended. The event differed slightly from the standard Hidden Career Path Day curriculum and featured an introductory presentation from Amanda Eberle-Boyer and Joseph Valerio of AVIXA that explored the many career opportunities that exist in the audiovisual industry. The event also featured mini lessons on audiovisual skills led by Roundabout Education instructors and Local USA829 member Kate Freer. Students gained knowledge of the many career opportunities that exist in the AV and Live Events industries of the IATSE. This is the beginning of a good connection between AVIXA, Roundabout, and the IATSE.

Craft Skills and Safety Training

Computer and Audio-Visual Training

Careers in digital technology and audiovisual education are important for the current IATSE workforce, too, and the current focus on Zoom meetings and online communication has spotlighted the crucial need for universal digital literacy.

The Education and Training Department, in partnership with the Training Trust Fund, has developed a new Computer Essentials course. The purpose of this training is to teach basic computer literacy by providing IATSE workers with the necessary tools to perform simple tasks on their personal computer. It was developed for use by local union trainers who have good computer skills to teach union members with fewer digital skills, and is available upon request from the IATSE Training Trust Fund. Prior to receiving the course materials, Local trainers must first complete a 36-minute video “Train the Trainer” tutorial, created to give prospective trainers an overview of the course. Once the tutorial is completed, Local trainers are granted access to the course materials and can begin to plan a course for their local union. Any Local can thus help members who have few to no computer skills accelerate their knowledge of working with a computer. The class can also be used as precursor to AV Essentials training.

The genesis for the Computer essentials course was Representative Ben Adam’s observation that some IATSE workers came to the AV Essentials class without enough computer literacy to readily succeed. AV Essentials is a hands-on training, delivered by the IATSE Training Trust Fund to teach workers skills necessary to be an AV technician. Representative Adams has been using this time, when in-person AV training is not possible, to update the course materials, including all the videos and PowerPoints, and to create a new AV Essentials Train the Trainer book and new Student Workbook for the class. Planning has also begun for doing at least part of the AV Essentials course online. This could be useful, even post-pandemic, although an in-person component of this class will always be needed for most effective learning.

There are currently many distance-learning opportunities available to all IATSE members through the partnership with AVIXA. In response to the COVID-19 pandemic, AVIXA’s annual Conference and Trade Show, InfoComm 2020, was cancelled. Instead, AVIXA held an online, abbreviated version of the conference, InfoComm 2020 Connected, which was held from June 16-18, 2020 on the InfoComm Show website: <https://www.infocommshow.org>.

Representing the IATSE at InfoComm 2020 Connected were Education and Training Department Director Patricia White, International Representative Ben Adams, and Safety and Training Outreach Coordinator Hannah D’Amico, along with representatives from the Trade Show and Stagecraft Departments and many local unions. Director White, Representative Adams, and Training Outreach Coordinator D’Amico attended panels on subject matter relevant to IATSE workers, including the annual AVIXA Women’s Breakfast, AVIXA’s annual All Councils Meeting, and many panels sponsored by the AVIXA Live Events Council.

InfoComm 2020 Connected was free for anyone to attend, regardless of AVIXA membership status, and all the session were recorded. IATSE workers can still access the recorded panels on the InfoComm Show website until August 21, 2020. It is important for the IATSE to consistently retain visibility at this industry event to make employers aware of our skills and our reach.

ICAP member Eddie Raymond spoke on behalf of the IATSE at the Virtual Live Events Forum, an annual event that usually takes place at the in-person InfoComm Conference & Tradeshow, and this year took place, post-show on July 15, 2020. Raymond’s panel focused labor-side safety issues regarding returning to work safely in the Live Events Industry during COVID-19. This is the second year a representative of the IATSE appeared as a panelist at the AVIXA Live Events Forum.

Every year at the InfoComm Show, AVIXA awards outstanding AV professionals for their career accomplishments and contributions to the industry. This year, the Mackey Barron Distinguished Achievement Award, which is described as the highest honor bestowed on an industry member by AVIXA, was awarded to International Representative Ben Adams for his dedication to the craft and unparalleled contributions to AV education. Ben created the AV Essentials Course, the AV Essentials Train the Trainer course, the Computer essentials course, and has personally taught hundreds of IATSE AV technicians, traveling all over the U.S. and Canada. The award, and the congratulations that go with it, is much deserved.

IATSE Training Trust Fund

When the IATSE Training Trust Fund office was closed and most states and provinces imposed stay at home orders, the Trust immediately began work to distribute information about its online programs and create new distance learning opportunities. The home page of the TTF website was redesigned to be more user-friendly and get IATSE workers and leaders to the information

they sought easily and quickly. There are two new videos out about the Trust, both available on the website. One discusses all its programs and the other outlines the many distance learning opportunities available. The Training Trust Fund has developed a social media presence and posts program and other pertinent training information on the new TTF Facebook page and via the new TTF Twitter account, as well as on the TTF web site and through their online newsletter. By special permission of OSHA, the Training Trust Fund offers distance learning OSHA 10- General Entertainment Safety courses almost weekly. Locals can request a course through the Borrow Our OSHA Training program and individuals can sign up for the regularly scheduled No Fee courses that are promoted on the website. The Fund can also assist local unions wishing to obtain OSHA permission for their own trainers to offer distance learning OSHA courses.

A Distance Learning “Train the Trainer” session with Dr. Mark Johnson was recently piloted. The three-workshop series deals with many of the same topics as the popular “Teaching Techniques” course but touches on how to develop lessons, deliver lessons and assess for learning when teaching in a distance learning environment. These successful workshops will be reworked based on feedback from the pilot class and offered again in the summer and fall.

A new TTF Safety First! course “COVID 19: Recommended Guidelines for Preventing Exposure in the Workplace” went live in early July. Almost immediately, the program has received hundreds of TTF Safety First! Applications, over 500 IATSE workers completed the new class, and the numbers increase by the hundred each day. The course has been very well received and is poised to engage new people in the various TTF trainings available. For those who wish to review the course/take the course, it is already in the Safety First! Account, and if for those who need a new account, the simple application may be found at <https://static1.squarespace.com/static/527be30ee4b0233cbd8b056d/t/5e1fa4ad1312f17480932ff1/1579132078256/Safety+First+Online+Courses+Application+2020.pdf>

Since March, the TTF Safety First! program has launched a detailed, “Hazard Identification in the Work Environment” course with its forty mini courses ranging from Asbestos, Mold, Contamination and Chemical Exposure to Lyme Disease, High Winds, Extreme Heat and Extreme Cold. This class has been over a year in development, and is rich with information for anyone interested in entertainment safety.

With so many IATSE workers forced to stay home, LinkedIn Learning is more popular than ever. The Trust has surpassed the 2019-2020 program year goal of enrolling

15,000 people in the LinkedIn Learning program. The TTF recently developed a LinkedIn Learning Self-Care Collection that was shared through social media and can be found in everyone’s LinkedIn Learning account by navigating to Browse>MyOrg>Mindfulness (under tags).

As of June 30, 2020, 55,623 courses have been taken this year by 18,858 people for a cumulative total of 42, 743 hours of training through the TTF. The TTF Safety First program created 2637 new accounts this year, 2200 of which were created since the beginning of the pandemic. Not including the new COVID-19 course, 3668 Safety First! courses have been taken--over 90% of them since mid-March.

The Education and Training Department has increased assistance to Locals and members during the pandemic. Safety and Training Outreach Coordinator Hannah D’Amico helps Locals recognize the difference between the Education & Training Department Union Leadership courses and the IATSE Training Trust Fund Craft Skills and Safety Trainings and decide on best options to fit their needs. For example, working closely with Toni Manzella, Local 750 Executive Board Member; Lawrence Paone, President of Local 751 and Anne Vantine, Business Agent of Local 868 to develop the IATSE Treasurers & Ticket Sellers LinkedIn Learning Playlist. The T&T playlist features six courses that were chosen because they tailored to the need of Treasurer & Ticket Seller workers. A copy of the playlist can be found on the IATSE LinkedIn Learning page or upon request. For general inquiries about online training options through the TTF and the Ed. Department, contact Hannah D’Amico at hdamico@iatse.net

IATSE Craft Advancement Program/OSHA Alliance

The members of the ICAP Joe Aldridge, Local 720; Pete Donovan, Local One; Eddie Raymond, Local 16; Kent Jorgensen, Local 80; Chairperson Alan Rowe, Local 728; and, Sheila Pruden, Local 873, at a time when safety is literally on the mind of every person, have been working hard to ensure that IATSE members are as safe and skilled as possible.

Under the supervision of International Vice Presidents Michael Miller and John Lewis, and Education and Training Director Patricia White, the ICAP, assisted by Safety & Training Outreach Coordinator Hannah D’Amico, developed a set of uniform guidance documents to address safe returning to work practices in the age of COVID-19. Their purpose was to provide uniform general guidance on how to mitigate the hazards entertainment industry workers will be exposed to while in all workplaces

where IATSE workers are employed. The guidelines are based on CDC, OSHA, CCOHS (Canadian Centre for Occupational Safety and Health) and other authoritative guidelines.

The guidance developed consists of four separate documents: Post COVID-19 Job Hazard Analysis Guidelines, Guidelines for Controlling the COVID-19 Virus at Work, Post Covid-19 Return to Work Data Sheet, and the IATSE COVID-19 Tip Sheet. The documents were sent to IATSE local unions through the IATSE Communications Department and were foundational to subsequent work by various IATSE Departments and local unions in developing return-to-work protocols. These documents are still available to Local Officers upon request by contacting Hannah D'Amico at hdamico@iatse.net.

Following the release of the COVID-19 Guidance for Local Unions the ICAP, in collaboration with the Education and Training Department, adapted information from the guidance documents to develop the new TTF Safety First! Module, "COVID-19: Recommended Guidelines for Preventing Exposure in the Workplace". The group worked with unprecedented diligence and speed to finish this course in record time.

Though in-person OSHA Outreach Trainings have been halted since March, the members of the ICAP have continued to remain active participants USITT/IATSE/OSHA Alliance program. The IATSE's biannual OSHA Alliance report to OSHA, which tracks our total OSHA outreach from October 1, 2019 to April 1, 2020 showed the following: During that 6-month period, IATSE OSHA Outreach trainers completed a total of 43 OSHA Trainings, and 90 safety-related communications were distributed through IATSE social media accounts, coupled with Action Network email blasts and the IATSE Bulletin.

The International's OSHA Alliance has enabled the ICAP and the Education and training department to receive regular updates on COVID-19 directly from OSHA. These are shared with the Departments and sometimes more broadly, on IATSE social media, helping to keep our whole workforce safe.

President Loeb remarked that the pandemic has been a major disruption to the business and the progress made by the International. At the same time, however, it presented an opportunity to focus on the delivery of education and training on a much larger scale, reaching more of the membership. President Loeb noted that the IATSE has created a culture of education to draw upon in this virtual existence in which we must now temporarily operate. He highlighted LEAP—the original education initiative. He noted the student outreach programs take

on particular significance given the renewed emphasis on social justice issues and the diverse make-up of the student programs. President Loeb thanked the ICAP for assisting in the draft of guidelines and protocols that will guide the return-to-work efforts. He expressed appreciation to TTF Director Campos; Assistant Education Director Cavanaugh, Representative Adams, and Coordinators Halpern and D'Amico, observing that having this Department in place is helping the members, local unions, and the International address the myriad personal, professional, training, and safety issues posed by the pandemic.

IATSE BROADCAST DEPARTMENT

Co-Director Fran O'Hern, on behalf of the Broadcast Department and fellow Co-Director Steve Belsky, delivered an update on the work of the Department.

As in every sector, broadcast sports personnel have confronted unprecedented challenges during the past six months. On Wednesday, March 11, 2020 a National Basketball Association (NBA) player tested positive for the COVID-19 virus. This began a chain of events that very rapidly concluded in a total cessation of professional and college sports television productions in the U.S. and Canada. Earlier news of the COVID-19 pandemic suggested that the industry could expect some disruptions surrounding sports broadcasting work, but a total shutdown of this magnitude was not widely anticipated.

In response, the IATSE Broadcast Department began immediately recommending that members apply for unemployment insurance benefits in order to complete benefit qualification processes before an unprecedented number of applicants eventually overwhelmed the claims processing systems in many states. Meanwhile, the Department began approaching employers to negotiate first short-term (and then long-term) compensation for employees out of work. Many employers responded by acting first and paying employees for all work they had previously committed to perform during the first weekend of the COVID-19 shutdown. Eventually, many continued this practice for several weeks going forward. The Department paid particular attention to ensuring members' receipt of health benefits during this extraordinary disruption. The Department worked with multiple employers to provide this relief.

Some crewing employers that often depend on their clients' payments to satisfy broadcast technicians' payroll have been especially vulnerable during the protracted shutdown. In some cases, they were faced with significant challenges when considering longer term payments to employees. Employers who hold broadcast

rights, while facing similar concerns, traditionally have different financial models. The Alliance worked directly with rightsholders pursuant to direct relationships with those employers and through crewing employers where appropriate. With varying results, this approach resulted in the majority of employers paying employees for work that had been previously booked through most of April and often into May. This was appropriate because the Alliance's broadcast technicians are typically booked for work on sports events on a season-by-season basis, and many technicians had been previously hired for work during the truncated basketball and hockey seasons as well as the anticipated 2020 baseball season.

While many employers provided some consideration for their employees, whether independently or in connection with federal COVID relief legislation, there have been notable exceptions to date. Initially, the foremost operator of local and regional sports networks in the U.S. largely disregarded the well-being of its employees at the beginning of league shutdowns. Sinclair Broadcast Group, operator of Fox regional sports networks, addressed the unprecedented needs of employees by initially offering mere \$2,500 loans, which employees would be expected to pay back through payroll deductions once production resumed. This approach seemed fundamentally unfair and President Loeb authorized a comprehensive public relations response to this offer. Broadcast Locals and their members voiced dissatisfaction through social media and other outlets, consistently noting that the company could do better. The Broadcast Department, together with Local leaders and IA members described this approach to national media and outlets in local regional sports markets. In mid-May Sinclair's regional sports network group eventually stepped forward by offering \$2,500 employee stipends and employee benefit payments.

Meanwhile, as the shutdown advanced the Alliance has been focused heavily in all sectors on the health and safety of crewmembers, including those working in the unique confines of sports broadcast worksites. While sports leagues, employers, and technicians began thinking of returning to work, the Department conducted research—with the assistance of the IA's retained experts—to idealize best practices and recommendations that may create a safe work environment. Since each production is different, these considerations must be flexible enough to be applied to the unique requirements of each sports broadcast.

While it is every employer's responsibility to maintain a safe work environment, the Alliance utilized its resources to approach the challenges faced during the remainder of 2020 in a multi-pronged way. Primarily, the Alliance developed and distributed to its sports broadcast employers a thorough and attentive but flexible

plan that employers could examine in order to develop and establish safe work environments. In most cases, employees may also expect their fellow workers to adhere to safe practices—both at the workplace and outside. Importantly, employers—particularly those in broadcast sports—must have a clear sick leave plan that assures employees' financial stability if they cannot work due to compromised circumstances related to COVID-19.

Overall, the Alliance has outlined steps, which would mitigate pandemic risks in the workplace. These have established starting points for negotiations over COVID-19 matters, including sick leave policies. The IA has emphasized that if employees were requested to pledge their commitment to safe practices in a workplace, they would do so in order to keep other workers safe. In this regard, the Alliance's broadcast plans have been reviewed by Local broadcast leaders and members, the IATSE Legal Department, and—as previously described—the IATSE's team of professional health consultants. Feedback from these sources has been indispensable. The ongoing plan and its refinements and recommendations will continue to evolve. However, as mentioned previously, employers have an obligation to provide a safe workplace for employees and that obligation will not be shifted to the Alliance.

As reports of potential plans to restart live sports emerged, many appeared unrealistic since the U.S. was still struggling with the realities of COVID-19. Eventually, workable plans began to emerge. The NBA and National Hockey League (NHL) developed—and ultimately implemented—closed systems designed to keep athletes and production crews in isolated facilities to finish their seasons. Major League Baseball (MLB) decided to bring baseball back to the home ballparks of each MLB team. All of these plans would diminish the ordinary number of technicians allowed onsite. The Alliance worked with its employers to ensure that sufficient technicians would be staffed on every event, and that staffing would be equitably assigned. The Alliance continues to monitor these current production models to evaluate their implications for future work in a post-COVID world.

The decision to return live sports productions to the air has largely rested in the hands of the leagues, associations and teams involved in professional and college sports. In many cases, these bodies have accepted little input from outside sources, including broadcast workers, employers and unions. While the Alliance was able to prepare for reopening by negotiating protocols, procedures, and protections for members working on remaining 2020 events, the timeline for implementing them has been constantly shifting. Nonetheless, the IA has worked to improve employers' safety plans, and negotiated programs

to protect the health and financial stability of COVID-19 compromised workers. The Broadcast Department continues these efforts as more members have begun returning to work. Representatives have been specifically assigned to markets where production is occurring to ensure that any emerging issues are addressed swiftly.

It should be noted that throughout this time, the ordinary work of the Alliance on behalf of broadcast members has continued. Renewal contract negotiations have been completed. Contracts have been ratified and executed. The Department has assisted Locals in settling disputes with employers, participated in labor board hearings, and continued organizing efforts. Ongoing organizing efforts remain currently underway in various markets and shall continue in the coming weeks.

President Loeb observed that it is reassuring to hear of members returning to work on sports broadcasts. However, it is critically important to do so safely. Reports of professional athletes with the COVID-19 virus especially emphasize the need to proceed with caution, and it cannot be overstated. The Alliance stands prepared to provide the resources and appropriate assistance that our members require. He thanked Co-Director O'Hern for the report and emphasized the Alliance's commitment to supporting our members during the pandemic.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John Lewis reported to the General Executive Board on Canadian matters.

Vice President Lewis began the Canadian Affairs Report by reviewing the most up to date Canadian COVID-19 statistics. He proceeded to explain in detail the Canadian Office's efforts to both assist members and help shape the Canadian Federal Government's emergency response in an effort to ensure the interests of IATSE members and the entertainment industry generally were understood by the key Federal Government decision makers.

Communication

The Canadian Office staff hosted weekly national stage and motion picture calls with leadership from Canadian Locals that included IATSE Canadian lobbyist Isabel Metcalfe and Canadian Legal Counsel Ernie Schirru. These calls served to keep Locals up-to-date on the work of the Department while also providing an opportunity for Locals to provide information and exchange ideas. Guest speakers on these weekly calls included International President Loeb, David Hope from the Actors Fund,

representatives from IATSE Canada national health and retirement plans, as well as Federal New Democratic Party (NDP) Leader Jagmeet Singh, NDP Heritage Critic Alexander Boulerice and Liberal Government Canadian Heritage Minister Steven Guilbeault. Canadian Counsel Ernie Schirru led a legal seminar on a number of issues confronting Locals as a result of COVID.

International Representatives Krista Hurdon and Jeremy Salter worked with IATSE Canadian Office Director of Operations Nate Richmond to create a comprehensive IATSE Canada COVID response website available in English and French that included, among other things, detailed and regularly updated information relating to all provincial and federal government income support programs as well as mental health resources, domestic violence supports, finance management webinars and temporary employment options. The website was also used as a platform to facilitate member engagement through the posting of petitions in support of the Canadian Office's various income support lobbying efforts and the lobbying efforts of organized labour generally, including the Canada Labour Congress' petition in support of credit card interest relief. The website also included information and links to IATSE C.A.R.E.S. as well as information and links to IATSE Training Trust Fund and LinkedIn Learning opportunities. The website also included links to surveys which allows the Canadian Office to gather important lost work metrics that were vital in lobbying efforts.

Lobbying

With the assistance of IATSE Canada's lobbyist Isabel Metcalfe, the Canadian Office mobilized a focussed and aggressive lobbying campaign aimed at educating key federal government decision makers on the impact COVID was having on the entertainment industry and IATSE members. International Representatives Jim Brett and Jason Vergnano were assigned to gather information from Canadian Stage Locals while Julia Neville and Peter DaPrato gathered information from Canadian Motion Picture Locals. Based on this information, IATSE Canadian members have experienced approximately \$120 million in wage losses per month during the COVID pandemic. IATSE Canada was one of the first trade unions out of the gate meeting with federal officials and providing hard numbers on the impact COVID was having on IATSE members. The Canadian Office was approached by many labour organizations and other industry groups looking for the statistics compiled by IATSE. The Canadian Office continues to track job and wage losses broken down by region with stage and motion picture Locals. These statistics have been effective in meetings with the various levels of government, ensuring

that supports put in place are effective and appropriate for the entertainment industry. Since IATSE Canada was one of the first, and best prepared, unions to get meetings with the Minister of Heritage, the IATSE Canada was able to develop solid relationships that have since grown to include other ministries.

IATSE Canada's initial focus was on financial aid to our members. A compelling argument was made that the federal Employment Insurance (EI) program would not be good enough as too many IATSE members would not be eligible. Meetings were held with Liberals, Alberta New Democratic Party, Conservatives and the Bloc Quebecois, including senior officials from Heritage, Finance, National Revenue, Employment, Industry and Tourism. Vice President Lewis appeared as a witness before the Federal Finance Committee.

IATSE Canada formed alliances with several entertainment industry stakeholders and took the lead to form the Creative Coalition with Actors Equity, the Canadian Federation of Musicians and the Associated Designers of Canada, which focused on live performance. IATSE Canada joined a national task force addressing issues in the film and television industry, also meeting weekly with the national leadership of the Directors Guild of Canada and ACTRA to coordinate efforts.

In late March 2020, the Federal Government introduced the Canada Emergency Response Benefit (CERB). It originally provided \$2,000 per month for 16 weeks and the only eligibility requirement was unemployment due to COVID and earnings of at least \$5000 in the previous year. With very few exceptions, the IATSE Canada's membership was able to receive the CERB and while others were able to receive benefits from employment insurance. In and around the same time, the Federal Government also introduced the Canada Emergency Wage Subsidy (CEWS), which allowed employers to receive up to 75% of an employee's wages in the form of a Federal Government grant provided the employer met prescribed declines in revenues related to COVID. The International and many Canadian Locals have taken advantage of this program and received CEWS grants in their capacities as employers. In addition, the Canadian Office assisted twenty Locals in negotiating the return to work with fifty employers securing employment for 467 members through CEWS. International Representatives Brett and Vergnano were assigned to assist Locals in this regard.

In June 2020, the focus pivoted to lobbying for the extension of the CERB beyond 16 weeks. After weeks of intensive lobbying efforts, the Federal Government announced an 8 week extension of the CERB program, which for most people, meant a continuation of benefits to

the end of August. Although encouraged by the success of its lobbying efforts to extend the CERB, the IATSE continues to lobby for further extensions of the CERB and amendments to the EI program, which are particularly important to IATSE's Canadian members working in the live performance industry. In addition, International Representative Jeremy Salter has been assigned to work with two advocacy groups leading Federal Government lobbying efforts for the creation of an annual guaranteed income.

Also in June 2020, the Canadian Health Plan was successfully renewed which currently provides coverage for over 16,000 members coming from twenty-two Locals. This renewal included a virtual freeze on premiums. The Canadian Office was also able to negotiate monthly discounts to established premiums arising from the under-utilization of the Plan during COVID, including a 50% refund of the paid dental premium for April and May 2020 and a 20% refund of the paid health and vision premiums. Reduced discounts are in the process of being finalized for June given the increased usage in June.

Vice President Lewis noted that many IATSE Canadian local unions have become engaged in political lobbying at both the federal and provincial levels in response to COVID as well and the Canadian Office is providing the Locals assistance in this regard. Vice President Lewis concluded his remarks on lobbying by noting International Representative Krista Hurdon's tireless lobbying efforts.

Immigration

The Canadian Office was consulted by senior Canadian Federal Government officials from Immigration and Public Safety to address concerns arising from the Canadian entry of cast and crew from the US and other countries. IATSE Canada was able to provide government officials with vital information on the uneven application of existing regulations, including quarantine requirements, at Canada's various ports of entry that were compiled by IATSE Production Coordinators. The Canadian Office's aim was to ensure a consistent and seamless process for all ports of entry. IATSE Canada continues to monitor the situation but initial feedback confirms that the Canadian Office's efforts in this regard have resulted in the consistent application of regulations at all ports of entry.

Return-to-work Protocols

The Canadian Office continues to participate in the ongoing discussions aimed at setting industry wide return-to-work protocols for the motion picture, television, stagecraft and trade show industries. Representatives

also continue to assist Locals addressing return-to-work protocols on a case-by-case basis. The Canadian Office continues to track and compile all return-to-work agreements and make them available to all Locals through Drop Box.

Organizing

The COVID pandemic has forced a dramatic shift on how the Labour Boards process certification applications. At least two provincial boards are not only accepting electronic membership evidence but are also now conducting online workplace representation votes. The IATSE is assisting Locals to seize this opportunity, examples including:

IATSE Local B-778 (Arts and Cultural Workers Union)

The Local had its charter issued on February 6, 2020 with 17 charter members. Since then, the Local secured a voluntary recognition agreement with VALU Co-op, an organization that now produces swag and other products under an IATSE collective agreement. The Local also successfully filed an application for certification at Gallery Gachet – the IATSE’s first fully electronic certification in British Columbia, electronic cards, application and on-line vote. The Local filed its second electronic certification application in July seeking to represent employees of the Contemporary Art Gallery which is in the process of being considered by the British Columbia Labour Relations Board.

IATSE Local 938 (Animation)

The Local had its charter issued on April 21, 2020 with 22 charter members. The Local is currently working on its first organizing campaign with more to come.

IATSE Local B-173 (Front-of-House)

The Canadian Office has been working with Local B-173 to organize front-of-house employees in the Greater Toronto Area. In less than twelve months, the Local has successfully certified four venues and over 130 employees, most recently certifying Rogers Hot Docs in March 2020 and the National Ballet of Canada in June 2020 with a completely electronic application including electronic membership evidence and an on-line vote.

IATSE Local 634 and Ottawa Organizing

Just prior to the COVID pandemic industry shut-

down, 100 of the over 250 applicants to Local 634 in the Ottawa gained membership in the Local after having worked on productions where the Local secured collective agreements.

Bargaining

With social distancing constraints affecting all Canadians, many Canadian Locals and employers have opted to delay bargaining until face-to-face meetings are again possible. The Canadian Department has drafted boilerplate language to protect bargaining rights until such time that face-to-face collective bargaining can resume. This boilerplate language has been made available to all Locals in both English and French and can be amended to fit Local specifics. In the limited circumstances where collective bargaining has proceeded by video conference, the Canadian Department has assisted Locals in that bargaining, including Local 63 – Winnipeg agreements with the Manitoba Theatre for Young People and the Prairie Theatre Exchange; IATSE Local 262 and Cineplex; Local 461 with all three agreements with Shaw Festival covering Production, Facilities, and Audience Sales & Services; and, Local 828 – Ontario, Scenic Artists and Prop Builders with Souleppper Theatre.

Merger of IATSE 514, 667 and AQTIS in the Province of Quebec

The IATSE has had a presence in the motion picture industry in the province of Quebec since 2005 when Local 514 was chartered and Local 667 expanded its jurisdiction after a long, but ultimately successful, organizing effort. The IATSE’s current jurisdiction is limited to US Studio productions and large US independent productions. The remainder of the industry falls under the jurisdiction of AQTIS, a Quebec-based labour organization. The IATSE has reached an agreement to merge AQTIS, Local 667 and 514 under a single local union of the IATSE, which will cover all production in Quebec including, broadcast, commercials, reality and music videos. Negotiations took place over months, mostly in French and concluded with the use of Zoom meetings. Ratification votes are scheduled for late summer/early fall with the goal of the new Local becoming operational as of January 1, 2021. It is anticipated that the new IATSE Local will have a combined membership of 7,000 which would make it the second largest Local in Canada.

Going Forward

There has been a tremendous increase in community outreach and activism, more Locals starting women’s, pride and young workers committees, and many Locals being active on so many levels. The Canadian Office looks

forward to assisting Locals in maintaining and building on that momentum.

President Loeb thanked Vice President Lewis for his report. In doing so, he noted that the Canadian Department has done an exemplary job communicating to members and lobbying on their behalf to successfully influence COVID related policies. President Loeb confirmed the IATSE will continue to engage in industry wide safety protocols that will protect IATSE's Canadian members as well. He concluded his comments by noting the continued growth of IATSE membership in Canada through organizing workplaces, chartering new Locals and merging with other like-minded entertainment industry unions is extremely encouraging and only serves to further strengthen the IATSE.

IATSE LEGAL AFFAIRS

On behalf of the Legal Department, General Counsel Samantha Dulaney updated the General Executive Board on labor legislation and regulations passed in response to the COVID-19 pandemic and significant other legal developments. She noted that Canadian legal matters were reported through the Canadian Affairs report by Vice President Lewis.

With regard to COVID-19, the U.S. Congress—which had found it difficult to agree on any legislation—passed significant laws in direct response to the pandemic. The Families First Coronavirus Response Act; Coronavirus Aid, Relief, Economic Security Act which included Pandemic Unemployment Assistance; the Paycheck Protection Program; and Economic Injury Disaster Loans, which are discussed in detail in the Political and Legislative Report.

National Labor Relations Board Responses to the Pandemic

In the early days of March when it became apparent that private businesses would have to take drastic and unprecedented actions in an effort to control the COVID-19 virus, labor and management representatives in virtually all sectors of private industry began questioning the bounds of collective bargaining obligations with union-represented workforces.

Those questions, which have persisted to date, have broadly surrounded contractual provisions and bargaining obligations related to layoffs; enhanced pay or other leave benefits; force majeure clauses; and of course, protective measures for worker safety.

The NLRB General Counsel sought to address the duty to bargain over these and other matters in a March 27, 2020

memo (NLRB GC Memorandum 20-04). There General Counsel of the NLRB under the Trump administration, Peter Robb, sought to “make the public aware of several cases in which the Board considered the duty to bargain during emergencies.” While the General Counsel noted that the current circumstances surrounding the pandemic were “unprecedented,” he went on to identify, in a couple broad categories, existing NLRB cases involving two types of emergency situations—public emergencies, and emergencies unique to particular employer. The NLRB General Counsel continued the agency's deregulatory approach to labor-relations, largely taking the position of management, even during the coronavirus pandemic when workers are obviously facing extraordinary vulnerabilities. He seems to have disregarded a significant portion of the Board's prior rulings. Thus far, the NLRB has not evaluated—in any published decisions—the General Counsel's theory that broad economic exigencies may create an exception to the duty to bargain in a case arising from the current COVID-19 pandemic.

The NLRB's Division of Advice has released several Advice Memoranda to the public and for the most part each of those Memoranda have sided with employers, without much factual or case law analysis. The broad theme in each of these cases is the General Counsel's view that employers should be permitted to do whatever they want in an “emergency situation” even though the considerations of workers might be absent from those plans.

These Division of Advice advisory opinions do not have the force of law, but they generally spell the end of unfair labor practice charges related to COVID for unions and workers. Up until this point we have not seen any indication that the agency is willing to side with workers on these important issues.

One other note about employer bargaining obligations. Central to every employer's duty to bargain in good faith under the NLRA is the requirement to meet in person. This statutory obligation has always been understood to require in-person, face-to-face negotiations, if demanded by either of the parties. If an employer claims that their contract renewal negotiations cannot take place in person because of a particular vulnerability, the employer's approach should be viewed as an attempt to postpone indefinitely the bargaining obligation. The employer has a duty to either authorize a different representative, or otherwise seek alternative arrangements for a face-to-face meeting.

If state or local orders do not prohibit an in-person bargaining meeting, the NLRA requires the employer to meet face-to-face, upon demand. For the benefit of all who are trying to navigate the challenges of the pandemic,

videoconferencing may offer a viable alternative to customary in-person meetings. Union representatives may consider agreeing to try videoconference bargaining—as an interim or preliminary matter—but are encouraged to do so without waiving their opportunity to insist on in-person meetings. Negotiating via videoconference may avoid a number of problems including scheduling, reduction of travel, mitigation of the union’s own health concerns, or public health agency advisories and directives. If union representatives decide to commence renewal bargain via videoconference, the parties should discuss obvious logistical issues: who will host the meeting and what platform will be used (Zoom, Skype, etc.). Insist on prohibitions against recording the meeting and set up an opportunity to caucus with the union’s bargaining team in breakout rooms and plan in advance to address the methods of exchanging written proposals with the Employer or marking tentative agreements.

Union Elections and Revised Election Rules

Meanwhile, in connection with Union election cases, the NLRB has taken several actions since the last report to the Board. In March, the NLRB issued a national order suspending all election cases until April unless the parties could agree on an alternative—which would involve voting by mail. After criticism and pressure from the AFL-CIO and other union leaders, the NLRB changed course and began conducting elections by mail in April because of the coronavirus pandemic.

As previously reported to the Board the NLRB had announced a number of rule changes affecting the ordinary union election process. The NLRB’s revised rules were originally scheduled to take effect April 16, 2020, and the effective date was delayed by the agency until May 31, 2020. Meanwhile, the AFL-CIO had sued the agency in federal court in Washington in an attempt to block implementation of the rules. In a decision issued in on May 30, the court granted a judgment in the AFL-CIO’s favor setting aside a number of the election rule amendments. The judge found that the central provisions of the rule could not be issued without further procedural requirements and consequently set aside some significant portions of the changed rules. The remaining portions of the rules were remanded to the Board for reconsideration in light of her ruling.

Nonetheless, on May 31, 2020 the NLRB still implemented significant portions of the rule changes, which largely elongate the timeframe from the filing of an election petition until balloting period, including:

- Scheduling the hearing at least 14 days from issuance of the notice of hearing;

- Posting the notice of election within 5 days instead of 2 days;
- Changes in timeline for serving the non-petitioning party’s statement of position;
- Requiring petitioner to serve a responsive statement of position;
- Reinstatement of Post-Hearing Briefs;
- Reinstating Regional Director discretion on the timing of a notice of election after the direction of an election;
- Ballot impoundment procedures when a request for review is pending;
- Prohibition on bifurcated requests for review;
- Certain changes in formatting for pleadings and other documents; and
- Terminology changes and defining days as “business” days.

Most significantly, under the revised rules, an employer’s appeal of an election decision—if filed during a certain timeframe—will result in a virtually indefinite delay in counting ballots. Under the revised rules Agency officials are required to “impound” all ballots and not count them until the appeal is decided. This “impoundment” procedure will allow employers to prolong a union’s certification following an election simply by filing a challenge to the decision ordering an election.

Additionally, in what could best be described as a complete distortion of priorities during this pandemic, on March 31, the Board also issued additional regulatory rule changes modifying aspects of the election process – including drastic modifications to the Board’s policy of blocking election cases where an unfair labor practice has been alleged against the employer; and re-imposing a number of requirements on voluntary recognition that had previously been imposed by the Board under the George W. Bush administration. The AFL-CIO has filed a lawsuit seeking to set aside these additional changes; however, the rules are currently set to take effect on July 31. We will provide the Board with further updates as the AFL-CIO’s case against the Board develops.

United States Department of Labor

Various sectors of the U.S. Department of Labor have provided guidance, regulations and resources on preparing workplaces for the COVID-19 virus. Significantly, however, the federal Occupational Safety

and Health Administration (OSHA)—has provided only suggested guidance—and has not—to date—issued any required regulations that would require workplace protections specifically related to the COVID contagion.

The DOL has issued extensive regulations and guidance related to expanded unemployment insurance benefits and how to apply within each state; and temporary regulations for American workers and employers implementing the relief offered back in March by the Emergency Paid Sick Leave Act and Emergency Family and Medical Leave Expansion Act, both part of the Families First Coronavirus Response Act.

The agency’s Office of Labor-Management Standards (OLMS) which generally oversees local and international union operations, has issued two significant pieces of guidance related to union operations during the past few months. Both of these have been previously distributed to the Alliance’s Local officials or published in the Bulletin. To briefly reiterate, in March, the Agency issued an advisory on union officer elections and annual reporting filings. OLMS recognized that the disruption caused by COVID-19 may make it difficult or impossible for some unions to conduct timely union officer elections, or file their regular annual reports (e.g., LM-2, LM-3, etc.). Unions were advised that, annual disclosure “reports must be filed by June 30, 2020, absent further notice from OLMS. For delinquent or deficient reports attributable to natural disasters, or their aftermath, unions, union officers and employees, surety companies, employers, and labor relations consultants wishing to take advantage of this enforcement policy should contact OLMS before the report is due, describe the circumstances necessitating additional time, and provide a date certain by which the report can reasonably be submitted.”

United States Supreme Court

Surprisingly, the most recent United States Supreme Court term included good news on employee and civil rights. Title VII of the Civil Rights Act of 1964 prohibits employers from discriminating against employees based on race, color, religion, national origin and sex. The issue before the Court in *Bostock v. Clayton County, Ga.* and two companion cases, was whether gay and transgendered workers are protected by Title VII. The Trump administration had urged the Court to rule against the workers. However, in a 6-3 decision written by conservative Justice Neil Gorsuch, the Court ruled that an employer violates the law when it fires an employee simply for being gay or transgender. Judge Gorsuch wrote that “it is impossible to discriminate against a person for being homosexual or transgender without discriminating against that individual based on sex.” This is the first major

Supreme Court case addressing transgender rights. Prior to this decision, more than half of the states permitted employers to fire workers for being gay, bisexual, or transgendered.

Regarding COVID-19 in the workplace, the Legal Department continues to track and analyze state laws aimed at limiting employer liability for COVID-19 outbreaks in the workplace. For example, under House Bill 825 in Louisiana, employers and event organizers shall not be liable for civil damages, injury, or death due to COVID-19 exposure to their employees or customers so long as the employers/event organizers “substantially comply” with government reopening procedures and are not grossly negligent. Employees covered by the state’s workers’ compensation law retain their right to collect workers’ compensation benefits if they can demonstrate that they were infected by COVID-19 at work. However, the workers’ compensation benefits would be their sole remedy (they would not be able to sue their employer), unless the exposure was intentional. In Louisiana, workers’ compensation benefits are limited to the cost of medical care incurred due to the injury, partial replacement of lost wages, death benefits, and rehabilitation services. The law was applied retroactively to March 11, 2020.

Social Justice

As if a global health crisis and unemployment at unimaginable levels were not enough, there is the continuing unrest resulting from the murder of George Floyd and persistent social justice issues. In June, actors and other workers of color in the theatre industry signed an open letter decrying what they described as the racist and patriarchal structure that exists in the American theatre. On June 24, 2020, the General Executive Board held a Special Meeting during which the Board voted unanimously to respond to the letter and to propose a meeting to begin discussions toward a more inclusive equitable industry. The International is working through the Coalition of Broadway Unions and Guilds and meeting with other industry stakeholders to discuss social justice issues in the entertainment industry.

General Counsel Dulaney expressed sincere appreciation to counsels Adrian Healy, Jacob White, Canadian Counsel Ernie Schirru, paralegals Leslie DePree and Dinh-Tuong Luong who have ensured that the Department continues its representation and work on behalf of the Officers, Representatives and Staff. Their work ethic and dedication to the International is unparalleled.

President Loeb noted the importance of the Officers,

Representatives, and Local Officers knowing the legislative changes as well as updates concerning the NLRB and DOL which affect unions. He reminded everyone that these agencies are continuing their attacks on workers despite the challenges posed by the COVID-19 pandemic. He observed that Louisiana Bill HR 825 is meant to take the teeth out of workers safety. And, while he was pleased with the Supreme Court's decision in the Bostock case, observed that this Court remains conservative in its rulings that impact workers and civil rights. In speaking about the murder of George Floyd, President Loeb stated that it is time to make meaningful change, observing that words must turn into action. He noted that the pandemic of racism must be addressed and eradicated. He thanked General Counsel Dulaney for the report and conveyed his appreciation to the Department.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS

Political/Legislative Department Director Tyler McIntosh reported on the IATSE's legislative response to the COVID-19 pandemic, departmental events, reviewed the 2020 political program and gave an overview of the 2020 election.

Director McIntosh introduced Jackson Rees who was hired in April as the new Assistant Political/Legislative Director. Rees' father has been an Art Directors Guild, Local 800 member in California for over thirty years and, in Rees' words, "growing up in a union family has given me insight into the value and security that unions provide their members. I'm thrilled to have this opportunity to advocate on behalf of IATSE families like mine." Director McIntosh welcomed Assistant Director Rees to the IATSE Official Family.

COVID-19 Pandemic Response

The onset of the COVID-19 pandemic necessitated an immediate, relentless, and presently ongoing legislative effort to secure relief for IATSE members who found themselves out of work practically overnight in mid-March. The Department's priority has been to advocate for and implement federal legislation that ensures IATSE members can endure this pandemic until a safe return to work is possible.

The Department mobilized all means available to raise the visibility of displaced entertainment workers and the unique challenges facing membership due to the health crisis. On March 13th, Director McIntosh worked with President Loeb to release a statement calling on Congress to pass an economic relief package that included displaced entertainment workers. On March 16th, in collaboration

with the Communications Department, the Department launched an email advocacy campaign for IATSE members to contact their Members of Congress urging them to include displaced entertainment workers in a coronavirus relief package. This call to action was circulated widely and the membership heard the call. 108,000+ letters were sent to Congressional offices by IATSE members and allies. On March 19th, Congress heard the call and began to respond. Director McIntosh worked with Congressman Adam Schiff, his staff, and counterparts from fellow entertainment unions to draft a letter to Congressional leadership, led by Representative Schiff, that garnered thirty-seven Congressional signatories. The letter called for Congress to provide economic support for arts and entertainment workers in a tailored policy that fit creative professionals' unique employment arrangements.

Simultaneously, the Department for Professional Employees, AFL-CIO was convening daily video calls with a small group of key legislative staff from the Arts, Entertainment, and Media Industry (AEMI) unions, which Director McIntosh participated in on behalf of IATSE, to formulate shared legislative priorities resulting from the pandemic and coordinate on lobbying efforts. The cohort jointly made hundreds of contacts with Members of Congress and staff to assert the priorities of our union members. Director McIntosh thanked President Loeb for calling key Members of Congress to speak on behalf of the IATSE membership and ensure this much needed relief.

On March 27th, Congress passed the Coronavirus Aid, Relief, and Economic Security (CARES) Act – which provided tangible economic relief for entertainment workers. The CARES Act contained the following key provisions: it created a Pandemic Unemployment Assistance (PUA) program to provide payment to those not traditionally eligible for unemployment benefits, including entertainment workers with limited work history and scheduled, or offered, work that did not commence; it provided an additional \$600 per week federal supplement to each recipient of unemployment insurance or PUA for up to four months; it provided an additional thirteen weeks of unemployment benefits to help those who remain unemployed after weeks of state unemployment are no longer available; it provided one-time direct payments to individuals making less than \$99,000 annually; it waived the ten-percent early withdrawal penalty from qualified retirement accounts for coronavirus-related purposes; and it also increased federal arts funding for grants to assist arts nonprofits and other employers.

The Department launched a follow up letter campaign providing IA members the opportunity to thank their Members of Congress for passing the CARES Act. This

correspondence also asked Congress to closely monitor access to the federal economic support and pressure the state agencies responsible to make benefits available as expeditiously as possible.

The Department immediately formulated and began advocating for IATSE's priorities in subsequent COVID-19 relief legislation. These subsequent priorities call for OSHA to issue an emergency temporary standard to protect those going back to work; a 100% COBRA subsidy to preserve members' access to affordable, quality healthcare; protection of the IA's healthy pension plans; extension of the expanded unemployment insurance provisions from the CARES Act; fair access to government economic support being offered to small businesses for all nonprofits, including labor unions; economic support for arts, entertainment, and media employers to put members back to work when it is safe to do so; and tax fairness for middle class creative professionals.

Again, in collaboration with the Communications Department, the Department launched another email advocacy campaign for IATSE members and allies to write their Members of Congress to assert IATSE's subsequent COVID-19 legislative priorities.

On May 15th, the House of Representatives passed H.R. 6800, the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, a proposal for the next federal coronavirus relief package introduced by House Democrats. It passed the chamber largely along party lines and was not taken up by the Senate. The HEROES Act established that House Democrats had largely heard the voices of IA members and the labor movement by addressing six of seven IATSE legislative priorities.

That bill also included the "GROW" Act. IATSE opposes this pension composite plan legislation because it would weaken the multiemployer pension system and the Pension Benefit Guaranty Corporation. Director McIntosh has been working with a large coalition of labor unions and pension rights organizations to ensure that provision is not included in any final package.

Senate Republicans, and the GOP as-a-whole, stood firm for months on the position that another relief package was not necessary. Senate Republicans and the Trump Administration continuously voiced opposition to extending the \$600 weekly unemployment insurance federal supplement that has been a lifeline for IA members. In early-July Senate Majority Leader Mitch McConnell backtracked and indicated that he would consider another coronavirus relief package when the Senate returned from the two-week July 4 recess. The Senate returned on July 20, leaving just two-weeks until July 31st when

the expanded unemployment insurance payments of \$600/week expire.

This was a clear political calculation by McConnell who has attempted to use the shortened timeframe to force a compromise detrimental to legislative priorities. The Department is working to create significant social pressure on this brazen political stunt which is risking the livelihood of thousands of displaced entertainment workers who are relying on those benefits. Weekly collaboration between the Political/Legislative and Communications Departments has facilitated more effective political communication from the International and amplified the collective voice of our members. The Department compiled stories from IATSE members sharing why UI benefits are crucial for entertainment workers and have been circulating these stories to legislators and staff, and widely on social media. Negotiations on a subsequent package are underway at the time of writing.

Director McIntosh thanked every member who has participated in the efforts of the Political/Legislative Department over the last 4+ months.

On Monday evening, Republicans released their version of the next COVID-19 relief package, the Health, Economic Assistance, Liability protection and Schools (HEALS) Act. This proposed legislation is woefully inadequate. President Loeb issued a statement concerning the proposed HEALS Act, which can be read here: <https://www.iatse.net/news/iatse-response-statement-international-president-loeb-opposing-heals-act>

PRO Act

On February 6, the House of Representatives passed H.R. 2474, the Protecting the Right to Organize (PRO) Act. Making the PRO Act into law is a cornerstone of the 2020 IATSE Federal Issue Agenda and continues to be a top priority for IA brothers and sisters in organized labor. Hundreds of IATSE members from across the country stepped up to voice support for this critical legislation.

The PRO Act is a comprehensive labor law reform bill that restores fairness to the economy by strengthening the federal laws that protect workers' right to organize a union and bargain for higher wages and better benefits. While the Republican-controlled Senate has not taken up the House-passed PRO Act, the bill is a positive marker. This will be one of the key issues for organized labor to frame the 2020 elections.

The Department was vigorously supportive of the House-passed George Floyd Justice in Policing Act, which regrettably has stalled in the Senate. Director McIntosh has been meeting regularly with the Arts, Entertainment,

and Media Industry Coordinating Committee (AEMI) unions under the umbrella of the Department for Professional Employees to discuss how the shared legislative and policy priorities can advance racial justice.

The IA work continues unabated on issues of equality, pension reform, healthcare, federal arts funding, tax fairness, and copyright protections, among others.

Events Update

On April 14, the Biden campaign hosted an unemployment town hall to specifically discuss how COVID-19 is impacting entertainment workers. The Biden campaign engaged the Department to invite IATSE members to participate. Local One member Pete Donovan and Local 764 member Jeannie Naughton represented IATSE on the panel. It was hosted by Biden Senior Advisor Symone Sanders and moderated by Actor Tony Goldwyn.

On May 12, President Loeb and SAG-AFTRA President Gabrielle Carteris hosted an engaging virtual town hall discussion with California Congressman Adam Schiff, Hollywood's representative in Congress. Representative Schiff championed CARES Act relief for entertainment workers. President Loeb asked questions submitted by IATSE members regarding the impact of COVID-19, future relief efforts and getting the entertainment and media industry back to work. Over 5,000 people tuned in.

On May 22, Local 871 Vice President Marisa Shipley joined Biden surrogate Andrew Yang and Michigan Lieutenant Governor Garlin Gilchrist to discuss the economic impact of COVID-19 on IATSE members and how working women are bearing the brunt of this crisis.

Political Coordinator Recruitment

At the Mid-Winter General Executive Board Meeting, 101 of 321 U.S. Locals did not have a Political Coordinator identified with the International. Since then, the Department has worked with seventy of those Locals to appoint a Political Coordinator. At present, only thirty-one Locals representing 2018 members remain without a Political Coordinator. The Department is now reaching more than 98% of the U.S. membership with political and legislative updates and resources via their Political Coordinator. This achievement is shared with all the U.S. District Secretaries and District Coordinators who have worked closely with the Department in reaching out to their Locals that did not have anyone assigned to the role. Director McIntosh thanked International Vice President Craig Carlson and District Coordinator Frank Taylor of

District 9, as well as District Coordinator Liz Pecos of District 5 for their commitment to the effort. This effort has been vital to reach every member of the Alliance with important legislative updates during the ongoing health crisis and begin preparations to activate around the 2020 election.

Winning for Workers: 2020 IATSE Politics

The Political/Legislative Department partnered with the Education Department to develop a joint presentation on the IATSE political program. The presentation "Winning for Workers: 2020 IATSE Politics" is a comprehensive overview of the 2020 political program. It touches on why politics matter to IATSE workers, legislative issues, the IATSE advocacy resource toolkit, IATSE PAC, an overview of key races, and concludes with concrete steps for members to take action.

The Department delivered the presentation to Districts 1 and 9, as they both held virtual conventions. However, the pandemic caused the postponement of many District Conventions to the fall. With the approval of President Loeb, the Department has also presented to the Political Coordinators of Districts 7 and 8, as well as the Young Workers Committee, Pride Committee, and Women's Committee. Tentative dates have been scheduled with all remaining districts before the end of August.

2020 Political Advocacy Resources

The 2020 political program continues to be shaped by feedback the IATSE U.S. membership provided in a political survey conducted by Hart Research last year.

As reported at the January 2020 GEB, the Department began by developing political advocacy resources that detail the International's federal policy priorities; answer common questions about IATSE PAC; give members a method to request IATSE PAC support for candidates; and provide state-by-state election information.

To halt the spread of COVID-19, many states took action to postpone primary elections. In order to help members navigate election changes, the Department made ongoing updates to the 2020 Election State Planners with revised primary dates, important deadlines, and notable changes to their vote by mail rules.

The Department has continued the development of political advocacy resources and realized the goal of a robust toolkit for use by all U.S. members in their local political activism this year. Additions to the toolkit include the Election Year Timeline of Political Activism – a guide outlining various tasks and activism activities Locals can participate in or plan during this election year; How to

Establish a Local Union Voter Registration Program; and Framing the 2020 Elections, a messaging document. A critical element of the IATSE political program is framing the 2020 elections in the context of key issues impacting the union, and effectively communicating those messages to IATSE members. This messaging document covers topics such as the International's endorsement of Presidential nominee Joe Biden, the labor record of the Trump administration, COVID-19 pandemic response & relief, social justice & equality, retirement security, federal arts funding, and tax fairness – and how the federal candidates elected this fall will impact those issues. The document concludes with key information on voting and an appeal to members to make their voices heard this November.

All of these political advocacy resources are accessible to U.S. members on the IATSE PAC.net website which was launched at the January 2020 GEB.

2020 Election Outlook

On May 18th IATSE's General Executive Board voted unanimously to extend its endorsement to former Vice President Joe Biden for President of the United States. The Department worked with the Biden campaign to roll out the endorsement. The campaign has since invited IATSE Local Leaders to participate in regular "Partners & Allies" campaign update calls in key states and the department participates in bi-weekly virtual labor roundtables with the campaign.

The 2020 Senate map continues to be well-defined. Democrats need to net four seats this fall to guarantee a majority — but can control the chamber if they net three seats and win the presidency.

In the House, Democrats currently hold 233 seats — fifteen seats over the majority threshold of 218. The 2020 consensus House map currently rates 208 districts as safe or likely for Democrats.

There are only eleven governorships up this year, with most states choosing to hold those elections during midterm years. Currently the most competitive races will be in Montana – where Democratic Governor Steve Bullock was term-limited; and North Carolina – where Democratic Governor Roy Cooper is running for reelection.

Fall Political Program

The Department pursues robust voter registration, member outreach, and get out the vote programs each year and participates as an affiliate of the AFL-CIO with their annual electoral mobilization program. The Department is working closely with the AFL-CIO on changes to the

Labor 2020 program given the pandemic's effect and will utilize new resources made available to affiliates. These include new focuses on peer-to-peer texting, phone banking, and union mail. The International will once again recruit and sponsor members to work with the AFL-CIO in various states during the election as "release staff."

The Department continues to spend the summer on a concerted voter registration effort. This fall, the pillars of the International's robust political communication program will be utilizing union mail, email, mass texting, and peer-to-peer texting for voter registration, vote by mail awareness, persuasion messaging, and voter turnout/ GOTV.

IATSE PAC Report

Political/Legislative Department Director Tyler McIntosh updated the General Executive Board on the status of the IATSE PAC since the last Board meeting.

Director McIntosh began by reporting that for the period January 1, 2020 to June 30, 2020, the IATSE PAC received \$123,593.27 in contributions and made disbursements of \$200,000.00. The available balance as of June 30, 2020 was \$282,808.26.

The only event or fundraiser during the time period was the Mid-Winter General Executive Board meeting in Dallas, which raised \$12,892 in contributions.

There are presently 1,627 monthly credit card and payroll contributors, an increase of 274 (+20% approx.) from the Mid-Winter General Executive Board meeting, from 124 different local unions.

The disbursements of \$200,000 from the IATSE PAC were contributed to forty-one different campaigns and committees.

Monthly PAC newsletter

The Political/Legislative Department has launched a quarterly newsletter to all recurring IATSE PAC contributors that details IATSE PAC disbursements from the previous quarter, along with legislative and political updates. Newsletters have been sent for the first and second quarters of 2020, with the next installment slated for the first week of October. Any member who signs up as a recurring monthly contributor to IATSE PAC – regardless of amount – is added to the newsletter.

IATSE PAC Giving

As of last month, the Department is nearly on par year-over-year with the contribution levels to IATSE

PAC from 2019. The approximately \$20,000 difference is accounted for by the lack of in-person fundraising events in 2020, such as at District Conventions. Director McIntosh commended all those who have continued to contribute during this harrowing time to ensure the IATSE can effectively stand up and fight back this fall.

Director McIntosh concluded the report with a reminder about the virtual IATSE PAC fundraising reception at the conclusion of the GEB.

President Loeb thanked Director McIntosh for his comprehensive report and his work since the last GEB meeting. There is more political activity taking place on behalf of IA members than ever before. President Loeb praised the activism taken by IATSE members in advocating for the passage of important federal COVID-19 relief legislation. Members must continue to stay active as the House and Senate contemplate another relief package. President Loeb was “amused” that the Chamber of Commerce was able to benefit from Paycheck Protection Program funds, but unions were carved out. The intent here is clear. And it is also clear that now is the time to re-double the IATSE’s efforts in the political arena. The IA must focus on registering voters and getting them to the polls this November. President Loeb concluded his remarks by urging everyone to contribute to the IATSE PAC.

IATSE DISASTER RESPONSE COMMITTEE

On behalf of the Disaster Response Committee, International Trustee Andrew Oyaas reported on recent Committee activities. Within days of the complete shutdown of the entertainment industry due to the COVID-19 pandemic, President Loeb called the Committee together. Along with the Young Workers Committee, the Committee immediately began exploring ways of assisting fellow members dealing with the first stages of the COVID-19 crisis. The concept of IATSE C.A.R.E.S. took shape—an on-line system allowing volunteer members to assist other members without physically interacting, if necessary. The system could provide vital services to those who were quarantined or otherwise unable to get out. Trustee Oyaas, on behalf of the Committee, extended special thanks to the office staff of the General Office who assisted with the system’s processes and to all volunteers who made “CARES calls” to members in need, sent text messages, and made supply pickups and deliveries.

As a component of any crisis response, the mental health of those affected is often overlooked. Despair, faced as the result of emergency situations, often represents the dark side of catastrophic events. Fortunately, there

are resources. The IATSE C.A.R.E.S. webpage (www.iatsecares.org) offers an opportunity for members to “buddy up” and establish communication links with fellow members who may feel isolated and alone. The Behind the Scenes Foundation also offers straightforward weblinks that include self-assessment evaluations and mental health resources available to those in need. The Committee recognizes the dangers of deep despair and depression. However, the Alliance, its friends, and partners have numerous resources for members or their loved ones to overcome dark stretches. The Committee encourages members to take advantage of them.

After the General Executive Board’s Mid-Winter meeting in Dallas, Assistant Motion Picture and Television Department Director Daniel Mahoney, International Representative Wade Tyree and Trustee Oyaas continued their involvement in the AFL-CIO’s Puerto Rico earthquake response. Members of Local 494 helped to coordinate a day of food and music to raise spirits and feed communities on the south shore of Puerto Rico that were hit particularly hard by the quake. The effort culminated in a daylong event. A motion picture catering company provided over 500 hot meals to the community. A local vendor provided trucks, including a truck filled with essential items for distribution (e.g., toothbrushes, toothpaste, deodorant, and diapers). Arrangements were also made to have a chiropractor, barber, and doctor on site to help the community members. Lastly, a stage was built, and five bands performed for over twelve hours providing entertainment for attendees.

Since January, a nearly continuous sequence of quakes has hit with one measuring 5.0 recorded in early July. Fortunately, no IA sisters, brothers, or kin have been injured by earthquake events. Even during the COVID pandemic, Local 494 was again able to help IA members who live on the island. Over the course of two days, they hosted a food drive that provided approximately 700 heavy boxes of produce and food to the Puerto Rico film and television community. The Disaster Response Committee specially recognized Local 494 President Miguel Sanchez and Local 494 Business Agent Neftaly Nieves for their efforts and leadership during this time.

In early March, tornados tore through the Nashville, Tennessee area causing major damage. Just over a month later, during the weekend of April 12, another outbreak of tornados spread across the southern U.S. Fortunately, between the two events, very few IA members were directly affected. The Walsh/Di Tolla/Spivak Foundation resources were made available to assist members with needs from these weather events.

In February, International Vice President Damian Petti began training for the Canadian Red Cross. This

was a direct result of his appointment to the Disaster Response Committee. In particular, he was interested in learning more about disaster response and recovery. Vice President Petti completed Personal Disaster Assistance (PDAT) and Emergency Response Team (ERT) training in March—just as COVID-19 was declared a pandemic. He was on-boarded by the Red Cross in May and with prior approval from the International and Local 212, he was granted the opportunity to be deployed as a Red Cross volunteer. The day he completed his “just-in-time training” he was deployed to the Fort McMurray and Area Flood Disaster Assistance Team as a virtual operations team (VOT) member.

Spring ice breakup on the Athabasca and Clearwater Rivers led to flooding and the complete closure of the city’s downtown core. Vice President Petti’s team assisted with delivering emergency aid to 14,000 people who were evacuated on almost no notice. The deployment was particularly challenging as COVID-19 required additional training and technology so that aid, in the form of food and accommodations, could be distributed remotely.

Vice President Petti reports that he learned vital information about the needs-assessments used by the Red Cross to prioritize essential needs and assistance within the first 48-hours of a catastrophic event. The Disaster Response Committee hopes to develop and adopt similar needs assessment tools for use by IATSE Locals and officers to supplement other forms of aid during crises and to maximize the effects of relief funds.

Assistant Director Mahoney has been serving on the AFL-CIO COVID response team since March. He has kept the Alliance current on happenings across the U.S. while taking part in national discussions about keeping workers safe during these unthinkable times. The Committee has assembled two documents that Locals could use to introduce themselves and their capabilities to local emergency management agencies. One is designed to illustrate the skills of IA members that would be relevant to assembling alternate-care medical facilities, like U.S. Army Corps of Engineer’s field hospital installations. The other promotes the ability of members, through known vendors, to create valuable add-ons to pre-packaged field hospitals to control lighting, audio/visual elements and the like in order to create a better patient experience. Local 8 in Philadelphia, Local 12 in Columbus, and Local 69 in Memphis have utilized these resources to attain work during the crisis. With COVID-19 infections still escalating in certain areas, more IA Locals may use these templates to secure work. Locals should contact the appropriate IATSE Department Director for further information about these documents.

During the Committee’s initial report to the Board in 2019, it laid out a series of goals. Those included creation of an event information system for the IATSE safety app and website. These have been established. The safety app now has a section on the home screen linking the user with information about COVID-19 from the U.S. Centers for Disease Control and Prevention, the federal Occupational Safety and Health Administration and the World Health Organization. The IATSE C.A.R.E.S. website has become a portal for members to access news about the pandemic. In the future, these can be used as portals for other recovery resources and information as needs arise.

The Committee also had the goal of providing a guidebook for Locals to use when confronting emergency situations. By now, Locals have faced trials about how best to communicate effectively with their members about life and death issues. They have confronted challenges surrounding operations in an unfamiliar environment where in-person meetings and other regular functions were unreasonable. The Committee encourages Locals to record their approaches to these and other situations surrounding the pandemic. These steps may provide each Local with a basis to establish Local disaster response guidebooks in order to guide Local business efficiently during future unforeseen circumstances.

Lastly, Trustee Oyaas reported that hurricane season has begun in the western Atlantic Ocean. Experts predicting the severity of the 2020 hurricane season have estimated there could be as many as sixteen significant storms. As of the date of the Committee’s report, six storms have been identified by name this season. Predictions indicate that eight more storms will reach hurricane strength. Of these, four are expected to become major hurricanes of category three or greater. Due to these estimates, the Committee provided the Communications Department with materials detailing evacuation checklists, and preparation tips to be included on the IATSE C.A.R.E.S. site during its next update. It is anticipated that the Red Cross would offer shelters in the event of major hurricane disasters with appropriate COVID-19 precautions in place (e.g., required masks, personal hygiene, sanitation, and physical distancing). However, the Committee encourages individuals in storm-prone areas to update their “go-kits” with appropriate personal protective equipment, sanitizers and effective disinfectants for use against COVID-19. For Locals with jurisdictions extending through potential storm paths, now is the time to begin planning and preparedness.

President Loeb remarked that the Committee has achieved a number of important goals in a very short

time. The ideas and plans of the Committee have served as an immeasurable resource for the members of the IA. As was noted elsewhere, the IATSE C.A.R.E.S. website offers a great example of how the Alliance, together in solidarity with members, can have a profound effect in response to disasters and must continue to do so . He thanked Trustee Oyaas and the members of the Committee for their important work during these challenging times.

IATSE PRIDE COMMITTEE

IATSE Canadian Office Operations Manager and Chair of the IATSE Pride Committee Nate Richmond provided the General Executive Board with an update on the Pride Committee's efforts since its last report at the General Executive Board meetings in Dallas, Texas.

The Committee reported that it compiled a variety of LGBTQ+ COVID-19 related Canadian and American resources that were subsequently made available to the LGBTQ+ IATSE members through a new website (www.iatsepride.net). The Committee has also used this new website to post educational videos on such topics as HIV/AIDS and the proper use of pronouns. The new website includes an events page where the Committee's biweekly town hall meetings are advertised to facilitate the participation of the IATSE's LGBTQ+ members and community in discussions, the first of which included International President Loeb. Other topics focused on pride-related political activism and the creation of pride committees, the latter of which was facilitated by the President of Colour of Change, Rashad Robinson. The Committee continues to host virtual social events in-between its biweekly town hall meetings like a virtual Tea Dance and a virtual IATSE Pride Parade/March where International Vice President C. Faye Harper served as Grand Marshall. The Committee concluded its report by noting the importance of the U.S. Supreme Court's June 15, 2020 decision that recognized the U.S. Civil Rights Act of 1964 which prohibits sex discrimination applies to discrimination based on sexual orientation and gender identity as well.

President Loeb thanked Committee Chair Richmond for his report on the activities of the Committee. The Committee's work is important, and the focus on the LGBTQ+ community is clearly necessary because of the issue raised in the Committee's report. President Loeb noted that he has watched the Committee's pronoun video twice. The Pride Committee represents the best the Alliance has to offer, and it is vital that the Union continues to fight for equality.

IATSE Women's Committee

Women's Committee Activities

Vice President Joanne Sanders updated the Board on the Women's Committee activities and in response to the COVID-19 pandemic. She advised that the Committee has been actively engaged in internal organizing to assist Locals and coordinate member activities throughout North America. When the Committee was first established, the design was based on a District approach, i.e., having a key appointment from each of the IATSE Districts who would loop information between the District and the International. With the help of the District Secretaries, the Committee now has a full board with a Coordinator for every District. The following members represent their respective Districts:

- D1 Rose Etta Venetucci Local 28
- D2 Nicole Miller Local B-192
- D3 Colleen Glynn Local 11
- D4 Martha Mountain Local USA829
- D5 Liz Pecos Local 480
- D6 Taneaia Lednicky Local 484
- D7 Dawn Arevalo Local 478
- D8 Stasia Savage Local 26
- D9 Shirley Berling Local 769
- D10 Lucia Aloï Local 311
- D11 & 12 Siobhan Vipond, CLC Delegate
- D14 Ashly Potter Local 115

When the shutdowns were implemented to slow the spread of coronavirus disease, the Committee's first task was to develop an outreach plan to ensure that members across the United States and Canada had access to resources from their local unions, the International, state and community services, and personal contacts. The Women's Committee partnered with the IATSE Disaster Recovery Committee, the Pride Committee, and Young Workers Committee to provide a holistic approach to resources. The group created an updatable list that each Local could customize for its jurisdiction. The list includes online resources at the State Level for Unemployment links, a Safety, Health and Financial Section to include the state Department of Public Health (for U.S. local unions), IATSECares.org, and the IATSE Corona Virus Portal, and of particular importance to women, the Domestic

Violence Network. A Tools for Anxiety section included access to mental health links, Behind the Scenes, Yoga videos, and other relaxation inducing links. To introduce the plan, the Coordinators distributed the list to the District Secretaries and to officers of the local unions in their districts in late March.

Next, the Coordinators began to gather information about the particular needs in their Districts and also about activities that Locals were spearheading. Several Locals had begun the task of member outreach, doing welfare checks on their most vulnerable members and providing services where needed, such as grocery and pharmacy pickups and deliveries. Many Locals and Arts Groups were responding to the shortage of personal protective equipment (PPE) of masks, gowns and other items by making these articles. Everyone was urged to confirm with state and provincial medical authorities as to the types of masks they would accept, and protocols, for any donations. In areas where medical facilities would not accept cloth masks, Locals were provided alternate suggestions for distribution, including members under quarantine at home, first responders, front-line workers at grocery and drug stores, home health care workers, and other essential workers at businesses that remained open.

Mask-making efforts began to crop up all over. In mid-March, a group from Studio Mechanics Local 478 had set up a process in the New Orleans area that included sharing patterns, a how-to video, and a production and distribution system to provide masks throughout their community.

On the west coast, Costume Designers Guild Local 892 (CDG), under the leadership of Salvador Perez, and Motion Picture Costumers Local 705, under the leadership of Nicholas Brown, spearheaded efforts addressing the desperate pleas for PPE in the Los Angeles area. The Locals recruited over 100 members each and were soon joined by Locals 44, 80, 768 and a host of theatrical groups, to create masks. All of these members and artists were out of work and looking for a way to help the community. Suppliers like JoAnn Fabrics and Michaels donated supplies. Members sent mask-making kits and instructions to other members. These efforts generated more than 10,000 masks.

At the same time, Vanessa Holtgrewe, Assistant Director Motion Picture and Television, received information from the University of Florida's school of medicine which was repurposing Halyard H600 material to make masks that would be higher quality to be used by health care workers. H600 is used to wrap surgical tools after they are sterilized. Generally, the fabric is used once and thrown away. The H600 innovative mask is likely superior to the surgical mask in blocking aerosols

and droplets, including water, bacteria and other particles. With N95 masks in short supply, University of Florida's Department of Anesthesiology determined that masks made from H600 could be produced in large quantities at no cost for materials since it would otherwise be thrown away. The masks could be used more than once since the fabric could be run through an autoclave for disinfecting. Assistant Director Holtgrewe shared this information with the Women's Committee.

UCLA's medical school collaborated with Assistant Director Holtgrewe to develop a program in the LA area. Highly qualified stitchers and costumers were selected to produce 40,000 H600 masks. The Women's Committee Coordinators in other Districts began to reach out to hospitals in their areas to collect the material. Indiana University's Eskenanzi Hospital in Indianapolis collected the material for Local 893, where six members consistently produced masks through the month of June.

The Women's Committee at Las Vegas Local 720 started a volunteer group called "Mask Posse of Las Vegas". The Local recruited 120 volunteers including drivers, pattern cutters, stitchers, cleaning/laundry attendants, and donors. To date, they have donated over 6,600 masks to the greater Las Vegas community. They have also created 975 fabric headbands for nurses which serve as ear protections for masks. Their volunteers delivered masks to community organizations throughout the Las Vegas area including St. Jude Ranch for the Homeless, Opportunity Village, Nellis Air Force Base, and St. Jude Children's Hospital.

Local 720 Business Agent Apple Thorne and 1st Vice President Tracy Lightel are credited with setting up the logistics of the project in collaboration with Kat Gonzalez, the Team Leader. The group developed a system to cover the pickup and delivery of materials and supplies to volunteers, retrieving the completed masks, and delivering to recipients, when Las Vegas was under shelter-in-place conditions.

In early April, the groundswell of interest in mask making across the country led to the creation of a Mask making Portal on IATSECARES.org. The portal includes patterns for masks, gowns, surgery caps, head bands; how to videos; and a link to the Sheet Metal Workers' (SMW) site where stitchers anywhere in the North America could order nose pieces for masks at no cost, fabricated by SMW. At last count, at least 50 Locals were engaged in mask-making since the outset of the pandemic. Included were wardrobe attendants, studio mechanics, stagehands, riggers, and other crafts persons from throughout the IA. This is a testament to members stepping up and giving back regardless of their own situations.

As further part of the plan, the Women's Committee Coordinators urged Locals to engage in community outreach by partnering with area food pantries. Social media posts indicate that food pantries and food drives in practically every state and province included volunteers from the IATSE in collaboration with Feeding San Diego, Gleaners Food Bank, Los Angeles Regional Food Bank, and the United Way in several cities.

In late June, Local 357, Stratford, Ontario held its first Women's Committee meeting and took action by writing a letter to their principal employer, the Stratford Festival, regarding the effects of the Festival's decisions on the women they employ. They are looking ahead to creating training/outreach videos targeting young women who may be interested to see successful, skilled women working in theatre crafts, technical and trades roles.

As the U.S. political season began to bear down, the Committee recognized that it was time to shift focus to increasing awareness of the fight for Women's Suffrage in the U.S. Had the GEB been able to take place in Seattle in person as originally planned, the Committee would have hosted an event to spotlight the Centennial of Women's Suffrage. As it became clear that the summer GEB meeting would be virtual, the Committee devised a virtual celebration on social media. The Women Committee's Coordinators are researching suffragettes from each of their Districts to unveil some of the "hidden figures" who were instrumental in pushing the 19th Amendment to the U.S. Constitution to its final ratification on August 18, 1920. The Communications Department will assist in developing the posts and scheduling them throughout the month of August. Two dates to remember are August 6th at 7:00 P.M., when the AFL-CIO's Town Hall Meeting is dedicated to the Coalition of Labor Union Women (CLUW) with a program about suffrage. Then on August 18th, the official celebration will take place in Washington D.C. Both events will be posted on our social media.

One of the goals of bringing awareness to suffrage is to build momentum for the November U.S. Presidential election. The Women's Committee will be actively involved in outreach to women to ensure that everyone has the

opportunity to register to vote and the opportunity to vote in whatever form is available to them. The Committee is working in collaboration with CLUW and other like-minded organizations to educate voters on the issues most affecting unions, their members and working families. The Committee's political plan will mirror the International's and will be implemented by the District Coordinators working with District secretaries and local union political coordinators. The group holds weekly meetings on Zoom. Political and Legislative Director Tyler McIntosh joined the July 17th meeting to present Winning for Workers, kicking off the political program. Women's voices will be heard on November 3rd.

President Loeb expressed his appreciation to Vice President Sanders and the Committee for their work during the pandemic. He applauded the selfless action of the many volunteers who—though unemployed—gave of their time to make thousands of masks and gowns for healthcare and essential workers. President Loeb remarked that the structural changes to the Committee pre-pandemic meant that the Committee was positioned to mobilize members and resources to operate and serve in a virtual way. He commended the Committee's collaboration with the Communications and Political and Legislative Departments, and the other IA Committees which enabled a streamlined approach to disseminating resources, information to Locals and members. He stressed that this type of cooperation will have to continue to ensure maximum efficiencies. President Loeb stated that he is pleased with the Committee's efforts regarding the U.S. election, remarking that voter registration, get-out-the-vote activities, completion of the census are critical to labor generally and the IA specifically. He stated that the International will be involved at every level to support pro-worker, pro-union candidates and legislation. He noted that he could not be prouder of the Committee and its work on behalf of the members.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 3:50 p.m. on July 29, 2020.

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

**ZOOM WEBINAR
JULY 28, 2020**

Since the last meeting of the Defense Fund Committee in Dallas, TX on January 27, 2020 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 3, Pittsburgh, PA,
Article Fourteen, Section 8(d) – Legal\$9,776.60

Local No. 11, Boston, MA, Article Fourteen,
Section 8(d) – Legal 7,000.00

Local No. 15, Seattle, WA,
Article Fourteen, Section 8(d) – Legal56,353.69

Local No. 18, Milwaukee, WI,
Article Fourteen, Section 8(d) – Legal39,256.66

Local No. 22, Washington, DC,
Article Fourteen, Section 8(d) – Legal27,450.50

Local No. 26, Grand Rapids, MI,
Article Fourteen, Section 8(d) – Legal 1,150.00

Local No. 28, Portland, OR,
Article Fourteen, Section 8(d) – Legal203.50

Local No. 53, Springfield, MA,
Article Fourteen, Section 8(d) – Legal987.50

Local No. 69, Memphis, TN,
Article Fourteen, Section 8(d) – Legal1,808.75

Local No. 74, New Haven, CT,
Article Fourteen, Section 8(d) – Legal8,603.75

Local No. 99, Idaho, UT,
Article Fourteen, Section 8(c) – Legal324.00

Local No. 118, Vancouver, BC,
Article Fourteen, Section 8(d) – Legal 7,058.36

Local No. 122, San Diego, CA,
Article Fourteen, Section 8(d) – Legal2,775.00

Local No. 200, Allentown, PA,
Article Fourteen, Section 8(d) - Legal 760.00

Local No. 262, Montreal, QC,
Article Fourteen, Section 8(d) – Legal6,329.39

Local No. 411, Mississauga, ON,
Article Fourteen, Section 8(d) – Legal3,476.46

Local No. 415, Tucson, AZ,
Article Fourteen, Section 8(d) – Legal 705.00

Local No. 480, Santa Fe, NM,
Article Fourteen, Section 8(c) – Legal24,870.70

Local No. 504, Orange County, CA,
Article Fourteen, Section 8(d) – Legal16,621.90

Local No. 675, Eugene, OR,
Article Fourteen, Section 8(d) – Legal10,475.27

Local No. 798, New York, NY,
Article Fourteen, Section 8(d) – Legal14,918.75

Local No. B-4, Boston, MA,
Article Fourteen, Section 8(d) – Legal 7,550.00

Local No. B-173, Toronto, ON,
Article Fourteen, Section 8(d) – Legal5,947.87

SUB TOTAL..... \$254,403.65

INTERNATIONAL

IATSE – Article Fourteen, Section 8(c) and (d) -
Animators Union, Barclays, New Locals, Chemainus,
Life Briefly, National Hot Rod Assn., Sinclair Web,
Strategic Commc. Rhino Campaign, The Coalition
Huntsville – Legal83,319.30

IATSE – Article Fourteen, Section 8(d) –
Legal –AQTIS –32,615.83

IATSE – Article Fourteen, Section 8(c) –
Legal – Basic Agreement 112.50

IATSE – Article Fourteen, Section 8(c) –
Legal – Miscellaneous24,888.73

SUB TOTAL.....\$140,936.36

LOBBYING AND CONSULTING

Article Fourteen, Section 8(c) -
Thorsen French Advocacy60,000.00

SUB TOTAL\$60,000.00

EDUCATION

Article Fourteen, Section 8(f) -
LEAP Reimbursements to Locals/Officers ..6,137.84

Article Fourteen, Section 8(f) -
Misc. Training/Instructors247, 859.03

SUB TOTAL\$253,996.87

GRAND TOTAL..... \$709,336.88

Respectfully submitted by:

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

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD VIA
TELECONFERENCE
NOVEMBER 25, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 noon on Wednesday, November 25, 2020 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continued to address pressing matters related to the worldwide coronavirus, COVID-19, pandemic which has continued its unrelenting devastating impact across the globe, including within the United States and Canada. The disease has taken a significant toll on the economies of America and Canada. Government officials have imposed economic and health restrictions on businesses and the general public—including school closures, venue closures, event cancellations, and other initiatives—designed to stem disease exposure by dramatically limiting crowds and public gatherings. These necessary actions have disrupted daily life and created difficulties for members of the Alliance. While the IATSE continues to push government officials and agencies to take dramatic action to protect and to provide for our members and others in the entertainment and arts industries in response to the threats surrounding this unprecedented illness, the Board took the following action.

To address the outbreak's impact and strain on the finances and operations of IATSE local unions—most notably Locals that work in stagecraft, live performances, tradeshow and display—the Board unanimously approved a temporary, emergency plan to assist all local unions that have experienced decreased revenue and income. Specifically, the International proposes to issue per capita credits for the first and second quarters of 2021 to Locals that apply for relief. These credits also apply to members of the Associated Crafts and Technicians, Computer Generated Imagery, Telecharge, Radio and Television, and Special and Allied Crafts Departments. The credits are valued at over \$6 million. Along with the relief the Board passed in 2020, the International—with the action taken today—has approved over \$15 million in aid to IATSE local unions. President Loeb explained that prudent management of the International's resources, including the reigning in expenses, along with strong investment returns have helped the International weather this inexorable storm. General Secretary-Treasurer Wood noted further that the IATSE is continuing to increase its membership even against some of the strongest headwinds the Alliance has ever endured. He reported further that the Defense and Convention Funds are both holding steady and are being monitored closely. After members of the Board discussed the application process for the new relief package, President Loeb summed up the relief provided to date. Specifically, the Board unanimously approved millions in contributions to The Actors Fund, the Actors Fund of

Canada, and the Motion Picture and Television Fund to assist members in need; the waiver of per capita for the second quarter of 2020 for all Locals (with those that had paid previously receiving a credit to apply against future per capita obligations); and the waiver of per capita for the first and second quarters of 2021, upon application by a local union. General Secretary-Treasurer Wood advised that he would immediately alert all Locals about this additional relief available to them.

President Loeb expressed his appreciation to General Secretary-Treasurer Wood and to members of the Board for their support in the face of significant obstacles and difficulties presented by COVID-19. He extended warm greetings to the Board for a safe holiday season.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD VIA
TELECONFERENCE
JANUARY 5, 2021**

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 noon on Tuesday, January 5, 2021 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continued to address urgent matters related to the worldwide coronavirus, COVID-19, pandemic which has continued its extraordinary, unprecedented economic and health impacts across the globe, particularly in the United States but also in Canada. While the approval of vaccines to protect against COVID-19 is promising, the actual administration of the vaccines has proved to be disastrous. Until the pandemic is under control, the industries in which the IATSE works and operates will continue to suffer. In response to the threats surrounding this unprecedented illness, the Board took the following action.

To address the outbreak's impact and strain on the International, its local unions and members; and taking into consideration the uncertainty surrounding COVID-19, governmental requirements regarding travel, public gatherings and safety, the Board unanimously approved moving the 69th Quadrennial Convention to a virtual platform, pursuant to Article Three, Section 1 of the IATSE International Constitution.

President Loeb reported that General Secretary-Treasurer Wood has already begun to research virtual, electronic, paperless conventions. President Loeb, General Secretary-Treasurer Wood and the Board observed that the move to a virtual platform was necessitated by the realities of COVID-19 and the unprecedented devastation it has had and continues to have on Locals that have not had any work in nearly a year and the members—many of whom have not had any employment in ten months.

President Loeb expressed his appreciation to General Secretary-Treasurer Wood and to members of the Board for this unfortunate but necessary decision, and their support in the face of significant obstacles and difficulties presented by COVID-19.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

HELD VIA
ZOOM WEBINAR
JANUARY 26 – 27, 2021

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 11:00 a.m. on Tuesday, January 26, 2021 via Zoom Webinar.

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 E. 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 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 Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas ; CLC Delegate Siobhan Vipond; 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; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; International Representatives Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Justin Conway, Dan'l Cook, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, John Gorey, Benjamin Hague, Krista Hurdon, Kent Jorgensen, Brendan Kierans, Mark Kiracofe, Brian Lawlor, Daniel Little, Tanya Mahn, Rachel McLendon, Peter Marley, Julia Neville, Jeremy Salter, Stasia Savage, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Special Representative David Garretson, Don Martin, Brian Munroe and Joseph Short.

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; 6, St. Louis, MO; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 9, Syracuse-Rome-Oneida-Utica, NY; 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; 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 County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 18, Milwaukee-Waukesha, WI; 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-Battle Creek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-

Santa Monica, CA; 38, Detroit-Pontiac-MT. Clemens-Port Huron, MI; 42, Omaha-Fremont, NE/Council Bluffs-Sioux City, IA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 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; 60, Pensacola-Panama City-Destin, FL; 63, Winnipeg, MB; 69, Memphis, TN; 74, Southern Connecticut; 85, Davenport, IA/Moline-Rock Island, IL; 97, Reading, PA; 99, State of Utah/Noise-Nampa-Caldwell-Twin Falls-Sun Valley, ID./Southern Idaho; 100, New York, NY; 101, Niles-Warren-Youngstown, OH; 105, London, ON; 107, Alameda City-Oakland-Berkley-Contra Costa City-Solano City-Richmond, CA; 110, Chicago, IL; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 121, Niagara Falls-Buffalo, NY; 122, San Diego, CA; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 158, Fresno, CA; 160, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 187, South Bend-Mishawaka-Elkhart-Goshen-Plymouth-Culver, IN/Niles, MI; 205, Austin, TX; 209, 210, Edmonton, AB; 212, Calgary, AB; 220, Sioux Falls/Mitchell/Huron, SD; 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; 322, Charlotte-Greenville, NC; 331, Temple-Killeen-Bryan-Waco, TX; 354, Tulsa-Ponca City, OK; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 442, Santa Barbara County-Ventura County-San Luis Obispo County, CA; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 471, Ottawa-Kingston-Bellefonte, 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; 485, State of Arizona; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 490, State of Minnesota; 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; 523, Quebec, QC; 536, Red Bank-Freehold, NJ; 578, North Central West Virginia; 600, United States; 611, Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 680, Halifax-Dartmouth, Nova Scotia/Saint John-Moncton-Fredericton, NB; 690, Iowa City, IA, 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 719, Denver, CO; 720, Las

Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 748, State of Arizona; 750, Chicago, IL; 751, New York, NY; 753, Boston, MA; 764, New York, NY and Vicinity; 769, Chicago, IL; 772, Washington, DC; 775, Boston-Plymouth-Cape Cod, MA; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 787, Pittsburgh, PA; 792, Plymouth, MA; 793, Pacific Northwest; 795, San Diego, CA; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 803, Dallas-Fort Worth, TX; 810, Kansas City, MO; 822, Toronto, ON; 824, Athens, GA; 828, Province of Ontario; 829, New York, NY; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 863, Montreal, QC; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 874, Sacramento, CA; 883, Cleveland, OH; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 896, Houston, TX; 906, Charlottetown, PE; 917, Atlantic City, NJ; 923, Anaheim, CA; 927, Atlanta, GA; USA829, United States; ADC659, Canada; B46, Chicago, IL/Milwaukee, WI; B173, Toronto-Hamilton, ON; and B192, Hollywood, CA.

**GENERAL EXECUTIVE BOARD MEETING
MINUTES MID-SUMMER MEETING
JULY 28-29, 2020 – ZOOM WEBINAR
SPECIAL BOARD MEETINGS –
NOVEMBER 25, 2020 AND JANUARY 5, 2021**

President Loeb called upon the General Executive Board to approve the Minutes of the regular Mid-Summer meeting of the Board held via Zoom Webinar July 28-29, 2020.

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

President Loeb called upon the General Executive Board to approve the Minutes of the Special Board Meeting – Teleconference Meetings that were held on November 25, 2020 and January 5, 2021.

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

**REPORT OF THE
GENERAL SECRETARY-TREASURER**

General Secretary-Treasurer Wood began his report by acknowledging the continuing stellar performance of his staff. From paying bills, to processing applications, to servicing Locals, to keeping the IT systems running both in the offices and remote locations, to distributing the 2021 supplies and membership cards, the entire team has consistently delivered.

Covid-19 Per Capita Relief

During 2020, the General Executive Board approved a waiver of the 2nd Quarter per capita payments for all local unions. This amounted to approximately \$7.9 million dollars of assistance of which \$7.4 million has now been used.

At the end of November, the General Executive Board made the determination that additional per capita relief would need to be offered for local unions that experienced and were expected to continue to have substantial reductions in work opportunities for their members. A total of 224 Locals applied for and received approval for relief for 1st and 2nd Quarter 2021 per capita payments.

As with the first waiver of per capita, this additional per capita relief is being credited on the Local's account and is generated when the 4th Quarter Report for 2020 is filed and again when the 1st Quarter Report for 2021 is filed. Thus far over \$1.5 million of credits have been granted to 151 local unions with more to come when the remaining 73 Locals file their 4th Quarter Report. These amounts will double when the following quarter's credit is applied.

Locals are reminded that they need to email Wesley Vega at wvega@iatse.net when they wish to use the credit. The system cannot recognize a negative value order and therefore cannot provide notification. Vega needs to be made aware in order to manually override the system.

69th Quadrennial Convention Preparations

On January 5, 2021, President Loeb convened a special meeting of the General Executive Board to discuss the upcoming Convention and whether the International should proceed with an in-person convention or change course and conduct a virtual convention in light of the continuing COVID-19 pandemic.

After reviewing the current situation as well as the expectations of what limitations may be in place in July—particularly for those who would be traveling to Toronto from within Canada and from the United States—the Board made the unanimous decision that the Convention should be conducted in a virtual format. The officers of every local union were advised of that decision via letter from President Loeb and General Secretary-Treasurer Wood on January 5th.

While many details remain to be determined, the overall plan will be to stay with the originally scheduled last two weeks of July for the mid-summer meeting of the General Executive Board and the Convention. However,

due to the virtual nature and the strain on attendees who will have to focus on screens for hours during the meeting and Convention, the General Executive Board meeting will be condensed to three days from July 20 to 22 and have hours similar to the virtual meetings in July 2020 and January 2021. The Convention will also be condensed to three days from July 27 to 29, 2021. There will be an Education Session and Delegate Orientation on Saturday July 24th and all District meetings will take place on Sunday July 25th and be scheduled and conducted by the Districts. During the Convention, all Constitutionally required actions will be conducted, and best efforts are being made to schedule various committee events and caucus meetings, but they will be in a condensed timeframe.

As with past practice, delegate credential packages will start being sent to local unions in late April and by that point more Convention details will be provided. In order for local unions to receive delegate packages, they must have paid all 2020 per capita and submitted per capita payments for both the first and second quarters of 2021 (an amount equal to twice the number of members reported on the 1st Quarter Report for 2021). Locals will be able to apply per capita credits for any payments due.

Even though this will be a virtual convention, delegates for local unions must still be elected in the same format as an in-person convention, i.e. by secret ballot unless entitled to be a delegate by virtue of elective office. Locals will still be required to have delegates complete a Convention Credential certifying secret-ballot election and there will be a registration process.

If Locals have questions regarding the number of delegates they are entitled to for the Convention, they should contact the Finance Department.

Local Union 2021 Supplies

The process of sending the 2021 supplies and membership cards to local unions began at the end of November. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2020 and purchased the necessary number of per capita stamps for 2020.

In mid-November, letters were sent to several Locals advising them that they were not going to receive their supplies. These Locals had not used the 2020 per capita waivers which would assist them in becoming current. The effort was well received and appreciated by affected local unions.

As of the commencement of this General Executive Board meeting, all but 67 of the IA's 361 local unions have complied with the reporting and per capita stamp

purchase requirements and have received their 2021 supplies and membership cards.

Local unions that have not received their supplies should contact the General Office to determine which issues need to be resolved.

Audited Financial Statements

In a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2021 year-end review and in keeping with past practice, these results along with the previous three years of financials will be published in the Report of the General Secretary-Treasurer that will be presented at the Convention.

It is expected that for the year ending April 30, 2021, the Convention Fund and Defense Fund will continue to be in healthy positions and the General Fund will show a loss because of the per capita tax credits passed on to local unions. In addition, stagecraft, tradeshow, live performances remain temporarily shutdown due to the pandemic. However, the General Fund should return to a positive position the following year when work rebounds.

The finances have been able to weather this unrelenting and unprecedented storm because of surpluses accumulated from previous years, significant expense reductions, and a close monitoring of the remaining expenses. In addition, the membership numbers have thus far remained fairly steady with no significant reductions.

Official Bulletin

For many years the IA has offered members the ability to receive the Official Bulletin in electronic form. An email blast is sent periodically to the membership offering them the ability to register for future electronic distribution.

At present, 18,000 members receive the Bulletin in this format. In order to increase that number and acknowledge the efforts of our Green Committee, commencing on February 1st, all new membership applications that are processed will be opted in for electronic distribution of the Bulletin if an email address is supplied on the application form.

President Loeb thanked General Secretary-Treasurer Wood for his report and his stewardship of the International's finances. President Loeb highlighted the relief offered to the Locals and members, amounting to \$15 million. He discussed the up-coming 2021 Convention and noted that although

it will be truncated, due exclusively to the COVID-19 pandemic, it will remain professional and effective, while keeping all attendees safe.

Next, President Loeb thanked the staff at the IATSE General Office and noted that operations have been seamless even with the increased administrative burden.

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 the Report of the Board of Trustees for the period of November 1, 2019 through September 30, 2020 to the General Executive Board. Trustee White reported that the Trustees both virtually and at the General Office in New York from October 26, 2020 through October 29, 2020 had reviewed the books, records, financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their work.

APPEAL:

STEVE BRANSON V. IATSE LOCAL NO. 28, PORTLAND, OR

The General Executive Board considered Steve Branson's appeal of the Local 28 membership's verdict finding him guilty of conduct unbecoming a member. After reviewing the record, relevant correspondence, facts and submissions, the General Executive Board unanimously denied Branson's appeal and resolved to communicate this decision to Branson in writing. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

METROPOLITAN OPERA

Vice President James J. Claffey, Jr. provided a status report to the Board on New York's Metropolitan Opera. Local One has had a collective bargaining agreement with the Opera for over a 100 years. The most recent agreement expired in July 2020. Although the Local opened negotiations for a successor contract in January 2020 and tried in good faith to reach an agreement, its actions were to no avail.

In early December, the Metropolitan Opera made the decision to lockout Local One shop crews. Workers have been sidelined since March 2020 as a result of government shutdown orders to curb the

spread of COVID-19. Their employer—not wasting an opportunity to take advantage of the worst economic event in the history of the IATSE—is seeking to gut the hard fought working conditions in Local One’s agreement; conditions which, in part, have existed for years while the Metropolitan Opera has consistently remained one of the finest venues for live performances in the world. During a year that saw unprecedented upheaval for Met Opera crews who have been left with no work—the Opera’s decision will go down as one of the most avaricious, brutish attacks on the IATSE and its workers. The Local is pursuing all available legal options as a result of the lockout and will keep the Board apprised of developments as they occur.

President Loeb expressed his exceptional disappointment with the Met Opera, which has taken a union-busting, recalcitrant, and disrespectful position by exploiting the impacts of this global health crisis at the expense of working people. He committed the resources and the support of the International in this fight.

IATSE STAGECRAFT DEPARTMENT

International Vice President and Director of Stagecraft Department Daniel Di Tolla reported on the Department’s activities since the previous General Executive Board Meeting.

Vice President Di Tolla provided a summary of the major activities of Vice Presidents Michael Barnes and Craig Carlson, Assistant Director Joseph Hartnett, International Representatives Christopher “Radar” Bateman, Allison Smartt, Peter Marley, Stasia Savage, Daniel Little, and Special Representative David Garretson.

Negotiations concluded on national contracts with The Broadway League-Disney Theatricals Agreement, as well as the Live Nation National Amphitheater Agreement. Assistance from the Department resulted in successful completion of contract negotiations involving Locals 26, 82, 97, 99, 110, 191, 442, 504,705, 710, 787, 862, and 917. Negotiations involving Locals 15, 154, 190, 200, 205, 416, 488, 675, 772, and 887 are still ongoing.

The following Locals have recently either won elections or received voluntary recognition from an employer with their jurisdiction: Locals 2, 3, 12, 13, 18, 21, 28, 489, 787, 798, 799, 874. There are ongoing organizing drives involving Locals 33, 51, 205, 706, 768, 857, and 884.

Vice President Di Tolla reported on training initiatives implemented by the Department. A special online OSHA-10 course has been developed and shared with Locals in the national contract with Spectra Venue Management.

The training has resulted in 540 certificates awarded to members. The Department is also working on an online Stewards Training class for members traveling under the Pink Contract. An online Continuing Organizing Member Education Training class is also in development.

The Stagecraft Department has been engaged in activism on several fronts. Locals have been encouraged to reach out to facility managers to turn arena and convention centers into COVID-19 testing/vaccination facilities. Other activism initiatives include phone banking during the Presidential Election, Get Out The Vote campaigns in the Presidential and the Georgia Senate Races Elections, food banking to assist members experiencing food insecurity, Go Fund Me campaigns to raise money for food distribution to families and Operation Warm to provide winter coats for children. Department members have participated in the Los Angeles Mayor’s Office program to mentor first generation entertainment industry workers and the Coalition of Broadway Unions and Guilds diversity initiative. The Department is also deploying Action Builder to facilitate various activism programs.

Vice President Di Tolla also reported on the Democratic National Convention and the work of Local 284 with support from Local 8 making the event a success under difficult circumstances.

President Loeb extolled the Department for its tremendous work in training, activism, and organizing even though stage and live events workers have been largely sidelined since March 2020. He noted that safety protocols are being negotiated and developed with industry employers and stakeholders (similar to what was done with television, broadcast and motion picture producers and employers). President Loeb singled out work of the Department and Locals 8 and 284 for their amazing success on the Democratic National Convention.

With regard to retrofitting arenas and venues for large-scale vaccination sites, he advised that he had contacted the Biden administration, and spoke to AFL-CIO President Richard Trumka on behalf of Stage Locals. He added that the International would remain vigilant in its efforts to secure work for Stage Locals.

In conclusion, President Loeb expressed his great appreciation to all members of the Department, but most especially Vice President Di Tolla whom he described as thoughtful, compassionate, and extremely hardworking. He observed that the structure and leadership of the Department are ongoing successes.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the summer Board meeting.

The most significant development noted in the report is the successful resolution and implementation of the Return to Work Agreement (“RTW Agreement”) between the industry’s Unions and Guilds and the Alliance of Motion Picture and Television Producers this past September. Led by President Loeb, along with the leadership of the DGA, SAG-AFTRA, the Teamsters and Basic Crafts, and after over four months of virtual negotiations, the industry now has the most stringent pandemic-specific safety protocols for workers in North America.

The RTW Agreement includes standardized payment for COVID-19 testing, sick leave and quarantine pay, craft-specific safety protocols, an entirely new department committed to safety, and applies to all features and dramatic and non-dramatic episodic television and streaming productions.

As reported in the last Bulletin, by building layer upon layer of safety rules and protocols, sets and places of work are able to quickly identify COVID-19 cases, perform contract tracing, and isolate anyone who may be infected. This is accomplished by adhering to distancing protocols, wearing of masks (and, when required, other personal protective equipment (PPE)), frequent testing for those most at risk of infection due to the requirements of their job, thorough contact tracing and containment of potentially at risk employees, with a sick leave policy that compensates them for time away from work due to potential illness or exposure.

The RTW Agreement is in place through April 2021. The Producers and Unions meet regularly to discuss emerging scientific and practical concerns and adjust the RTW Agreement as necessary. As of this reporting, the industry has not experienced any outbreaks at the workplace. However, high rates of community infection have been concerning. In Los Angeles in particular, due to the rise in community rates of infection and a lack of available hospital beds, many productions chose to extend their winter hiatus. The IATSE continues to be in close contact with the LA County Department of Health and have also offered to work with the Producers to address any issues that arise from extending their hiatuses. To monitor productions, Producers must supply the Unions with a daily list of positive COVID-19 test results with

details about date and zone, and the Union is constantly evaluating productions for any concerning trends.

After the RTW Agreement went into effect, the Department turned to the Association of Commercial Producers (AICP) to negotiate a similar agreement. In lock step, once again, with the DGA and Teamsters/Basic Crafts, it took many meetings over the fall of 2020 to find common ground. Although the protocols closely follow the RTW Agreement, there were some adjustments due to the differences inherent to commercial production, including the resources available to smaller producers and shorter production timelines. As of December 15th, there are now mandatory testing protocols, compensation for time spent testing, sick leave and quarantine pay, and the use of a Zone/Pod system and COVID Compliance Officers on set. Standardizing the safety regulations in this industry was a great benefit to IA members, who were frustrated by the wide variance of rules and compensation from job-to-job prior to the implementation of the Unions/Guilds and AICP safety protocols.

The employment situation in Motion Picture and Television Production has improved substantially since the last report to the Board. Using contributed hours into the Motion Picture Plan as a reference, unemployment hit its peak in May-June and then slowly began to recover until October. Regular levels of employment returned by October, consistent with the average weekly employment numbers pre-pandemic. At one point in November and December, there were several local unions that were referring stagehands and other live-event IA members to work in the MPTV crafts. The employment numbers for December and January are not final, but are expected to drop off from 2020 due to the extended hiatus periods caused by the COVID-19 surge that continues to affect production and employment. The Department is confident that once the surge passes and the infection and hospitalization numbers stabilize or fall, production levels will recover to 2020 levels, with the potential for built up demand to increase employment in the short term. This was glimpsed in November when there were three weeks that exceeded the highest employment levels of any week in 2020.

The theatrical distribution schedules have also been completely upended by the pandemic. The closing of movie theaters and the rescheduling of release dates will have an impact on the theatrical production schedules going forward. A number of companies have released product intended for a 2020 theatrical exhibition directly or concurrently to streaming services. Warner Media released its 2020 slate to HBO Max, a move that has

caused consternation among the unions and guilds. Fortunately, for the IATSE, the provisions negotiated into the Basic Agreement to address streaming will result in significant residual contributions for these pictures, but on a different schedule than the normal release pattern would provide. This is an area that will be watched closely.

The Film and Television agreements with the Studios expiring in the first seven months of 2021 include the B.C.C.F.U. (Local 669 and 891), Local 873 in Toronto, Local 52 in New York, the Area Standards Agreement and the Basic Agreement. Negotiations are underway in Canada and the impact of the pandemic remains a concern. The details of what these negotiations will look like in the midst of such an unprecedented shut-down for most of 2020 remains in discussion.

This past year, the IATSE Safety Hotline, which was established in the summer of 2015, has served to monitor productions and improve safety protocols. The volume of calls to the hotline increased noticeably once members began returning to work and Local 80's Kent Jorgensen, Local 728's Alan Rowe, and the Department's Representatives have been busy fielding these calls. The input from members has been an invaluable tool in correcting workplace issues before they become more widespread.

The Department has held virtual meetings three times a week since the start of the pandemic to discuss problems and solutions the Department has encountered in the IATSE's various jurisdictions. Consistent communication has been essential to maintain consistency and identify any trends or problem areas that need addressing.

Organizing Update:

Beginning in November, as projects went back into production, organizing saw a marked increase. Low budget films signed included "Bosco" and "The Immaculate Room".

Workers on low budget non-dramatic web series and cable projects were also interested in organizing. Representative Lyle Trachtenberg was able to bring "The Bake Squad", and "Ellen's Next Great Designer" under contract.

Representative Wade Tyree, working closely with Brother Joe Miller of Local 38, Local 600 Central Region Director Theresa Khouri, and Local 600 representative Winona Wacker, successfully organized large commercial productions for GMC and Chevrolet.

Vice President Miller was happy to report that the IATSE's density continues to grow in Puerto Rico. Working closely with Local 494, 600, and 800,

Representative Tyree was able to organize a major commercial production company on the island and then a low budget feature film.

The Southern U.S. continues to be a hotbed for organizing. On a feature in Alabama, after a recognition strike and an active two days of negotiations, the Department was able to negotiate for benefits, working conditions, and a pay raise to the crew. The International and its Locals have several fresh targets lined up for early 2021.

Despite the challenges of organizing remotely during this pandemic, Representative Fry worked with Local 488 to organize a micro-budget internet series in Montana. This was Local 488's current Business Agent's first organizing drive and it was a success.

The Live Event/award show business continues to employ IATSE members but with little or no audience as they have reconfigured their productions to account for COVID-19. These productions employ hundreds of camera, audio, and stagehand crews, and they follow the RTW Agreement.

VFX/Game Workers/ Animation Update:

Like the rest of the motion picture and television industry, production VFX workers have been mostly back to work since the early fall. They are benefiting from the safety protocols the IA and other entertainment unions were able to negotiate, but it is rare for them to receive paid sick leave, testing days, and required quarantine periods like their union-represented kin.

In addition, many of them are working even longer days than usual to meet productions' demands to make up for lost time in the schedule. However, generally they do not receive overtime pay or any safety benefits like minimum turnaround or rides and rooms and are therefore very vulnerable especially with the recent COVID-19 spikes.

Facility-based VFX workers and video game workers have worked steadily through the pandemic, albeit remotely, which was formerly unheard of in both those industries. The video game industry has had an unprecedented year, with revenue expected to surge 20% to \$180 billion, which makes the industry now bigger than the motion picture and North American sports industries combined.

Organizing efforts continue to move forward in both VFX, video games, and, more recently, the IATSE has partnered with Local 839 to work on new organizing in animation as well. Special Representative Brendan

Kierans is taking the lead on this joint effort and is excited to be working with animation workers to help them build the power necessary to address the issues they face at work and in their lives. Especially with the recent victory at Titmouse Animation Studios in Vancouver, interest from animation workers across North America has increased dramatically.

In summary, 2021 is shaping up to be yet another challenging and busy year for the Department. While the Department continues to address safety concerns on set, the Locals and the International are also preparing for the negotiations of the Union's largest contracts. On top of this, organizing during a pandemic has required the Department to modify its traditional strategies and adapt to new ways of outreach to protect the health of both the crew and Local representatives. The Department will face any challenges head on, and continue to both prepare and be prepared for what lies ahead.

Finally, Vice President Miller reported that Buffy Snyder has announced her retirement as Office Manager of the West Coast Office effective at the end of January. Vice President Miller thanked Sister Snyder for her long and exemplary service to both the International and her local union.

Vice President Ford thanked the Department for its work in negotiating the safety protocols for the commercial industry.

President Loeb thanked Vice President Miller and the Department for its report. President Loeb noted that the industry-wide safety protocols are among the most important work the Union and Department has ever done. The negotiations required a tremendous amount of time, as meetings or negotiations took place nearly every day over a four-month period. Solidarity worked, as the group of industry unions worked with a single mind throughout the negotiations. President Loeb highlighted the quarantine and sick pay guaranteed by the RTW Agreement. These benefits are essential to maintaining a safe workplace and to support workers when they are prevented from working due to the virus. The comprehensive safety plan has worked, keeping infection rates low when compared to other industries. The Unions and AMPTP continue to meet to ensure that the protocols are up to date. It is significant that government health agencies are adopting the negotiated safety protocols.

President Loeb expressed his thanks to the motion picture and television Locals that are offering work opportunities to stage members that are suffering from a prolonged loss of employment. Stage Locals should contact the International if they need help in this area.

The Union continues to prepare for upcoming negotiations. The Department continues to meet frequently to enforce the safety protocols and collective bargaining agreements and protect the Union's jurisdiction through continued organizing. President Loeb recognized the heavy load placed on the Department during this difficult period. There was no playbook for how to deal with a pandemic, but the Department has met the challenge.

Finally, President Loeb thanked Buffy Snyder for her dedication to the Union and wished her a long, happy, and well-earned retirement.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders provided an update of Departmental activities to the General Executive Board since the 2020 Mid-Summer meeting.

Outreach to Locals

The Tradeshow Department continued its efforts to provide outreach to the Locals with which each Representative had been assigned. Since the last General Executive Board meeting, most Locals continued to confront the same problems—postponed or cancelled shows, dwindling resources, issues with unemployment claims, adopting online platforms to maintain connection with members, and transitioning membership meetings to those platforms.

Most of the Locals continue to provide some form of outreach to their members, assisting all referents with their needs during these unprecedented times. Many have to rely on community services like United Way and 211.org. Most, if not all Locals have transitioned to virtual membership meetings since all states are at some level of restriction relative to meetings in person. Food Banks have now become a norm for Locals—working together with United Way, central, area, and state Federations, and area food pantries to garner supplies to assist members. Some have set up their own pantries in their union halls if they have the resources.

Tradeshow Representatives worked with numerous Locals to raise awareness of COVID-19's impact on the industry. Locals worked with production companies, suppliers, venues, and hospitality workers to stage #Red Alert in September. "Save our Stages" was an ongoing theme for months as Locals engaged in peaceful demonstrations pushing empty road boxes and setting up fields of empty chairs representing workers who lost

their jobs, and using other art forms and visual aids to illustrate the impact of the pandemic on members and all workers in the entertainment industry.

Representative Dan'l Cook continued to provide assistance to Locals 13 Minneapolis, 15 Seattle, 28 Portland, 33 Los Angeles, 50 Sacramento, 336 Phoenix, 415 Tucson, 423 Albuquerque and 665 Hawaii. He also volunteered in Las Vegas with the Local 720 Food Bank, transported voters to the polls on election day, and assisted members with paperwork for eviction relief assistance and employment benefits.

Trustee Carlos Cota routinely worked with Locals 15 Seattle, 16 San Francisco, 33 Los Angeles, 50 Sacramento, 107 Oakland, 122 San Diego, 134 San Jose, 504 Anaheim, 611 Santa Cruz/Monterey, and 614 San Bernardino. He was instrumental in working with the San Diego Labor Council to coordinate community wide food distributions feeding thousands of members and their families in Southern California. The San Diego Labor Council posted a YouTube Video capturing the drive-thru distribution.

Representative Donald Gandolini worked in conjunction with Locals 17 Louisville, 31 Kansas City, 39 New Orleans, 51 Houston, 76 San Antonio, 126 Ft. Worth, 127 Dallas, and 205 Austin. Each of the Locals has suffered varying degrees of financial stress and have worked to find creative solutions. Examples include Local 17 where they have exhausted benefits under the Local's Health and Welfare Plan and are exploring participation in the National Benefit Plans. Local 127 was facing major issues in maintaining operations and was able to shore up their resources in an effort to continue to serve their members.

Representative John Gorey actively assisted Locals 99 Salt Lake City, 115 Jacksonville, 321 Tampa, 500 South Florida, 631 Orlando, 647 Naples, 720 Las Vegas, and 835 Orlando. In August, Representative Gorey and Local 720 participated in the "Right to Return" rally outside of the County Commissioners' offices to urge the commission to place a "right to return" ordinance on its September agenda. The ordinance would require employers to offer union and non-union workers throughout Las Vegas the right to return to their jobs when the business reopened or resumed if they were laid off due to COVID-19.

Thereafter, Local 720 concentrated efforts on providing the basics to their members, committing funds and establishing a committee to set up an onsite Food Bank. The committee immediately began to transform the union hall into a storage area for all the supplies and to develop a drive-thru plan to distribute food safely. Although the Food Bank was advertised only to

members and referents, no one was turned away. Local 720 scheduled several two-day drive-thru events since November and by now has likely fed thousands. Everyone involved was engaged and thankful to be a part of such gratifying activism.

Representative Ben Hague assisted Locals 2 Chicago, 11 Boston, 18 Milwaukee, 19 Baltimore, 22 Washington DC, 27 Cleveland, 30 Indianapolis, 38 Detroit, 110 Chicago, 251 Madison, 470 Green Bay, and 618 Bloomington. Local 2 collaborated with the Chicago Federation of Labor, Machinists Union, and the Illinois AFL-CIO to distribute food for the aviation workers at O'Hare and Midway Airports. Representative Hague then assisted the Milwaukee Area Labor Council and Local 18 to plan a food distribution for their area in December. At least fifty members of Local 18 were able to take advantage of this opportunity.

Vice President C. Faye Harper assisted Locals 78 Birmingham, 99 Salt Lake City, 417 Durham/Chapel Hill, 834 and 927 Atlanta. On behalf of Local 78 officers and members, Business Agent Barron Melton expressed thanks to President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for waiving the Local's per capita payments and supporting them during this crisis. Local 99 continues to bring members together and maintain connections virtually while continuing to host Town Hall meetings on Zoom and make member welfare check phone calls. Local 417 members who participate in the IATSE National Health and Welfare Plans expressed their gratitude to the IA National Benefit Plan Trustees for their efforts in providing relief that ensured their health coverage was maintained at a time when it was most needed.

Representative Mark Kiracofe has been assisting Locals 5 Cincinnati, 7 Denver, 12 Columbus, 46 Nashville, 53 Springfield, 69 Memphis, 99 Salt Lake City, and 140 Chattanooga. Local 7 restructured their finances in anticipation of providing member services without normal income through the 3rd quarter. The officers have expressed their appreciation for the International's per capita payment formula which will greatly assist in meeting their objective.

Canada

Representative Jim Brett continued outreach to Locals 56 Montreal, 58 Toronto, 63 Winnipeg, 105 London, 118 Vancouver, 210 Edmonton, 212 Calgary, 822 Toronto, and 863 Montreal.

In virtually every jurisdiction, stringent COVID-19 protocols have remained in place for the last several

months. Convention and Event Centres remain shuttered to the traditional uses that typically see many of IATSE members employed in crafts related to tradeshow work such as AV and rigging. Some venues are, however being put to good use by local health authorities.

A section of the Metro Toronto Convention Centre (MTCC) has been used as a venue for Jury Selection which provided work for two AV technicians represented by Local 58. A large section of Winnipeg Manitoba's Royal Bank of Canada (RBC) Convention Centre under contract with Local 63 is now being used as a Vaccination Super Site with a capacity of up to 10,000 injections per week. The Save on Foods Memorial Centre, a hockey arena serviced by Local 168, has been used as housing for former homeless residents of a tent city. The Edmonton Convention Centre serviced by Local 210 is also being used as a homeless shelter that the city and the province hope will serve as a transition for people into more permanent housing of their own.

EVRAZ Place is home to many facilities all operating under a single Local 295 collective agreement. Mosaic Stadium, home to the Saskatchewan Roughriders of the Canadian Football League, has recently been turned into a very popular skating rink thanks in no small part to labour provided by the Local. The International Trade Centre is the hub for the Saskatchewan Health Authority with Hall A remaining the emergency center for a COVID-19 field hospital which has not yet been pressed into service. The Sask Milk Hall was activated as a community Flu Shot clinic and Hall C is home to the Regina COVID-19 Drive-Thru Testing Site.

The Conexus Arts Centre, Regina's largest soft seat proscenium house, has been booked as a venue for jury selection. The court system is taking advantage of the large amount of square footage available on the stage, in lobby areas and meeting rooms to provide for ample social distancing during the registration and selection process.

Return to Work Safety Protocols

Since the last General Executive Board meeting, some Locals have had the opportunity to work small shows. The Orange County Convention Center in Orlando was one of the first venues to reopen, hosting a small hybrid show in July followed by some high school sports tournaments. Local 835 welcomed the work and has been vigilant in abiding by COVID-19 safety protocols.

In California, Representative Cota continued to participate in the California Convention Center Coalition. The group is updating their re-opening plan to cover all

of California's convention centers. With the uptick in cases across the state, no shows are likely to test out the protocols until the fall of 2021. Representative Cota remained engaged with the State Industry Guidance Workgroups collaborating with representatives from the Governor's Office, the California Federation of Labor, the California Department of Public Health and Cal OSHA. The group released safe re-opening guidelines for outdoor stadiums, sporting events, and theme and amusement parks in October. Upon release, Trustee Cota and Representative Marley hosted a Zoom meeting with California Locals 16, 33, 50, 107, 122, 134, 158, 215, 442, 504, 611, 614, 923 and B-192 to introduce the guidelines and field questions.

Association Partnerships

Exhibition Services and Contractors Association (ESCA)

ESCA's regular Winter Awards Meeting was cancelled and its Summer Education Conference catering to the tradeshow industry was cancelled. The Labor Management Council, a subgroup, met via Zoom in October and January. Vice President Sanders and Representative Gandolini both of whom sit on the Council, participated in the Council subgroup's drafting of safety protocols which since have been adopted by or incorporated in protocols developed by both employer and union members of the association. The subgroup continues to review the protocols and seek feedback and will likely be meeting in March to further discuss any revisions to those protocols.

Go Live Together!

Freeman continued to facilitate Go Live Together! activities and coordinate the lobbying efforts of the more than 1,400 organizations involved. Their main goal was to represent the interests of the Tradeshow Industry in passage of the Heroes Act. Vice President Sanders has attended regularly scheduled virtual meetings of a subcommittee, addressing issues as they arise and exchanging protocol information as CDC guidelines evolve.

Events Management Group

In recent months, Vice President Sanders has participated in event management virtual meetings twice a month to discuss tradeshow industry business models in light of the COVID pandemic with a particular focus on the labor relations implications of any return-to-work initiatives and the safety protocols associated with them.

Regular Work of The Department

Local 7 Denver, CO

Representative Mark Kiracofe assisted Local 7 in extending their expiring contracts without concessions through December 2021. In addition, the Local restructured its finances in anticipation of providing member services without normal income through the 3rd quarter. The officers expressed their appreciation for the International's per capita waiver formula which assisted in making that objective attainable.

Local 15 Seattle, WA

Representative Cook has been assisting Local 15 in its long running negotiations with PSAV on behalf of its hotel technicians.

Local 17 Louisville, KY

Representative Gandolini is assisting Local 17 in its negotiations for a renewal of its agreement with Genesis Exposition Services, LLC which expired on December 31, 2020.

Local 31 Kansas City, MO

Representative Gandolini assisted Local 31 in renewing its agreement with Fern Expositions which expired December 1, 2020 for an 18-month term ending June 30, 2022, with wages, benefits, and conditions remaining at 2020 levels.

Local 33 Los Angeles, CA

Local 33, with the assistance of Trustee Cota, successfully completed negotiations for a first term agreement with Sofi Stadium, doing business as Performance Company LA, LLC. On top of housing two NFL teams, SoFi Stadium hosts every major concert tour, award show and Esports competition and is also slated to host Super Bowl 2022, FIFA World Cup 2026, and the 2028 Olympic Games Opening and Closing Ceremonies. Highlights of the agreement include area standard wages, benefits, and conditions.

Local 39 New Orleans, LA

Representative Gandolini assisted Local 39 in revising its Constitution and Bylaws. Those revisions have since been passed by the membership and endorsed by the President Loeb.

Local 46 Nashville, TN

Throughout the pandemic, Representative Kiracofe has been working closely with Local 46 which serviced the Presidential Debates, and the Awards and Christmas specials for Country Music Association (CMA), Academy of Country Music (ACM), and Country Music Television (CMT) in the fall of 2020.

Local 53 Springfield, MA

The Mass Mutual Center, which is under contract with Local 53, has continued to provide work opportunities for Local 53 members by hosting some college sports during the pandemic. The American Hockey League Thunderbirds are also scheduled to return to the ice in February which will provide additional work opportunities for Local 53 members.

Local 69 Memphis, TN

Representative Kiracofe made several attempts to extend the expiring contract between Local 69 and Motor Trend Auto Shows. In the last year, Motor Trend was purchased by Discovery Network and claimed that they will no longer engage in tradeshow. Having refused to bargain, charges were filed with the NLRB in December and remain active.

Local 99 Salt Lake City, UT

Local 99 was fortunate to receive a few small Tradeshow calls. Vice President Harper and Representative Gorey worked with the Local's Tradeshow Business Agent to make sure that members, referrals, and the employers followed COVID-19 safety guidelines.

Representative Kiracofe assisted Local 99 to negotiate one-year extensions on its contracts with Modern Exposition Services and JP Display through December 31, 2021. ASM Global has also contacted Local 99 to schedule a return to work for their event services staff in anticipation of some scheduled business in March. Training on machinery certifications in anticipation of this work will begin in February at the employer's expense.

Local 127 Dallas, TX

Representative Gandolini worked with Local 127 to file and then settle a grievance with the Dallas Symphony Orchestra. Local 127 Business Agent Gregg Pearlman initiated regular Zoom meetings with the Local's main employers to discuss the implementation of pandemic protocols. The Local began providing weekly safety

protocol training to its members which was conducted in small, masked and socially distanced groups.

Local 321 Tampa, FL

Representative Gorey continues to assist Local 321 with, among other things, its preparations for Super Bowl LV on February 7, 2021. Local 321 has reached out to the Orlando and Sarasota Locals for additional workers and credentialing has begun for all workers.

Local 415 Tucson, AZ

Representative Cook assisted Local 415 in securing a one-year extension to its agreement with Global Experience Specialists (GES), which expired at the end of 2020. Highlights of the extension include language for a specialty pay rate for forklift operators and a wage bump for ETCP electricians. The Local has now commenced negotiations with CSI as well.

Local 500 South Florida

Representative Gorey worked with Local 500 to reach a three-year renewal agreement with Fort Lauderdale Convention Services. Highlights of the renewal agreement include wage increases and preservation of terms and conditions of the agreement.

Local 720 Las Vegas, NV

Local 720 has held virtual town hall meetings throughout the pandemic. Topics included updates on the completion of the Las Vegas Convention Center expansion, return to work, and access to resources in the community.

Local 720 signed a new hotel agreement with the Downtown Grand Hotel & Casino. This is the first property to sign an agreement in the Fremont Street area.

Local 835 Orlando, FL

In early 2020, the Local secured additional space near their current office to expand office space and create a Training Center. They anticipate a grand opening in the next few months. Work has picked up in Orlando with a few tradeshow which were scheduled in December including a locally sponsored Auto Show. There is a relatively large show scheduled for March as well. The Local is sending members to Tampa for Super Bowl LV through their agreement with Freeman Decorating.

Tradeshow Canada

Local 58 Toronto, Ontario

The one million square foot Enercare Centre, in Toronto which operates under the Local 58 contract with the Board of Governors of Exhibition Place has most recently been used as a motion picture sound stage. Producers, including Amazon, Sony Pictures and CBS utilized over 70,000 sq feet. A scenery construction shop on the premises continued to employ upwards of 100 carpenters and scenic workers at peak times. This unique situation and this creative use of the convention centre has brought together workers represented by Locals 58, 411, 667 and 873.

Local 63 Winnipeg, Manitoba

The Royal Bank of Canada (RBC) Convention Centre has been home to an art installation entitled “Imagine Van Gogh”, a multi-media presentation of the work of the artist. This unique event would normally be presented in a smaller venue but needed the volume of space to meet local health authority social distancing guidelines.

Hall A of the RBC Convention Centre was used as television studio for “Indigenous Day Live 2020”. Although this event would regularly take place outdoors every year on the Summer Solstice with an audience of between eight to ten thousand people, it was rebranded the “Winter Solstice” this year and was recorded for the Aboriginal Peoples’ Television Network (APTN-TV) and aired on December 21.

National Agreements

AV Tranquility

Representative Hague successfully negotiated a one-year extension of the AV Tranquility National Agreement expiring on December 31, 2021. The agreement now includes Locals 127 Dallas, 205 Austin and 927 Atlanta. This brings the total number of Locals covered by the agreement to fourteen.

Freeman AV

Vice President Saunders successfully negotiated a one-year extension to the Freeman AV National Agreement expiring on December 31, 2021. The agreement covers thirty-six Locals.

Organizing

Encore (formerly PSAV) Organizing, Elections, and Contract Negotiations

Despite furloughs and lack of work, organizing campaigns relating to Encore employees have remained active. Encore contract negotiations with Local 22 and Local 58 continue while Local 107 continues its efforts to maintain bargaining rights with Encore and Local 720 awaits an NLRB bargaining unit ruling in its effort to secure bargaining rights.

Local 122 San Diego, CA

After the successful election in San Diego, Representative Cota has been assisting Local 122 in its negotiations for a first contract with Encore/PSAV.

Local 611 Santa Cruz/Monterey Bay, CA

Local 611's ongoing efforts to secure bargaining rights with Encore/PSAV, which included appeals of earlier decisions, recently resulted in the National Labor Relations Board confirming that the bargaining unit sought by the Local was appropriate. An election hearing followed in December and but resulted in the NLRB's unfortunate dismissal of the Local's petition on the basis that there was no clear expectation of recall to employment for the affected employees due to the impact of the pandemic on the industry in that area.

Tradeshaw Participation

United States:

The following shows are scheduled for 2021 (subject to change based on the pandemic):

USITT	InfoComm
03/10-13/2021	06/12-18/2021
Virtual	Virtual
SIGGRAPH	EXHIBITORLIVE!
08/1-5/2021	10/31-11/3/2021
Virtual	Mandalay Bay CC, Las Vegas
LDI	
11/19-21/2021	
Las Vegas CC, Las Vegas	

Canada:

The Canadian Tradeshow and Live Entertainment Sector events that the Department would normally participate in remain cancelled or postponed. However, in conjunction with the British Columbia Locals, the International will be participating in the two-day ActSafe BC Virtual Safety Conference in February.

Political Activities

Vice President Sanders along with Representatives Cook, Cota, Hague and Kiracofe participated in phone banks, text banks and door to door canvassing with affiliates including Local Federations, the AFL-CIO, and the IATSE GOTV. On Election Day, Vice President Sanders served as Ward Chair and covered twelve precincts. Representative Hague served as an Election Judge in his precinct. Both Representatives Cook and Kiracofe applied to work the polls but were not called on to do so.

Local 824 Atlanta, GA

In early September of 2020, IATSE Local 834 member Angela Gavin started working as a coordinator for the Black Women's Round Table in Clayton County, under the direction of its chair, Felicia Davis. Sister Gavin recruited more than sixty volunteers, a majority being Local 834 members, their families and friends from the community. These volunteers became part of the statewide operation known as the Georgia Coalition for the Peoples' Agenda, augmenting outreach in Clayton, Cobb, Dekalb and Fulton Counties and the City of Atlanta. Their efforts were successful in engaging black voters and encouraging their participation in the state and Presidential elections.

Local 927 Atlanta, GA

Vice President Harper reported that Local 927 was engaged politically, working several general and senatorial election events, including Biden in Warm Springs and Lakewood, Harris in Macon and Atlanta, and Obama at Georgia State. Republican events were added in Acworth and Rome, Georgia. The senate run-off events included Biden at Georgia State and Pullman Yards and Harris in Columbus. Events for then candidates Rev. Raphael Warnock and Jon Ossoff in conjunction with the Central Labor Council were staged. These included a nine hundred car rally at the Starlight Drive-in.

In addition to political events, the Local participated in actions with the Central Labor Council at the offices of candidates David Perdue and Kelly Loeffler. Local

members were engaged as International relief staff for the senate run-off elections.

Staff Development

Members of the Department have continued to take advantage of online training offered by the International, the Training Trust Fund, and other sources to further enhance their ability to better service IATSE members working in the Tradeshow Industry.

President Loeb thanked Vice President Sanders and the entire Tradeshow Department for its hard work throughout the pandemic to assist Locals and their members during this particularly difficult time for the tradeshow industry. He also commended the Department and all the Tradeshow Locals for their creative efforts to secure not only work but also renewal agreements in the midst of such adversity.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb provided an update on the significant activities of the Department since the Mid-Summer Meeting of the General Executive Board.

The report offered a summary of the Department's tools and capacities covering six areas: social media, email, press relations, websites, text messaging, and print (e.g., The Official Bulletin). During the ongoing COVID-19 pandemic, the Department has used new tools, data-informed tactics, and collaboration with other departments of the Alliance to maintain effective engagement as the challenges surrounding this crisis continued in the second half of 2020.

Data and metrics showed the unprecedented recent growth of the IATSE's social media channels. Increasing individuals from the membership, press, public office, and the labor movement have followed the Union's online presence. Several accounts and pages on Facebook, Instagram, LinkedIn, and Twitter exhibited strong growth throughout the past six months. The IATSE LinkedIn page and Twitter page, in particular, have grown exceptionally. Followers of both increased forty percent more on January 1, 2021 compared to July 1, 2020.

Though the Alliance's presence on LinkedIn is relatively new, its growth outpaces most other IATSE social accounts. LinkedIn is a natural platform for labor unions because the site is specifically designed for working professionals to connect and identify their work and interests. In this way, it offers an additional avenue for building community and engaging the membership.

The @IATSE Twitter became one of the most popular labor accounts in the United States when several prevalent tweets pertaining to the 2020 U.S. federal elections spread expansively. In the month of November 2020 alone, IATSE tweets reached over 18.4 million newsfeeds. This was nearly five times as many impressions as the account received in all of 2019. As a consequence—in addition to connecting members—the Alliance's twitter presence gained a broader, lasting audience with attention from politicians and public figures. One of three followers are new since November 2020. Twitter will allow the Alliance to share its vision with this newly engaged audience and provide a more effective tool in public organizing and bargaining campaigns.

Statistics measuring the reach and deliverability of the IATSE email program have also grown. Email remains a valuable tool for distributing information to members and allies. The Department continued to build its public advocacy email list, which allows individuals to connect when they participate in IATSE-sponsored online actions (e.g., petitions, letter-writing campaigns, etc.). Participation in this list is significant, and data shows that thousands of users and allies open messages generated for this list with each email blast.

The Department also launched a new digital weekly newsletter at the start of 2021. It includes and summarizes important union-related news such as recent press releases, organizing news, and other features. Responses have been overwhelmingly positive, with thousands signing up to receive the newsletter during its initial weeks and opening the distribution emails at significant rates. Allies and kin who wish to receive the weekly newsletter were advised to sign up at iatse.co/newsletter.

The Department's ongoing efforts to secure press placements and earned media have continued to develop since the Department first expanded into these areas in January 2020. The IATSE's press relations strategy has continued to evolve in the second half of this year. The Department's efforts helped ensure the issues facing union members have appeared in prominent industry outlets such as Variety, The Hollywood Reporter, PlayBill, The Los Angeles Times, The Wrap, and others.

Carefully monitoring the abundant media coverage of the entertainment industry and the Union also remains important. Doing so offers several indispensable strategic benefits. The Department's work here allows for added analyses, access to engaging articles for posts on social media, and access to journalists who may focus on the Union's issues. There is emerging consensus among communications counterparts at other AFL-CIO affiliates that reporters increasingly value workers' voices and view labor unions more positively than in years past.

This has made effective press relations a more powerful practice.

The Communications Department has continued to expand the use of text messaging. Text messages are widely deliverable and often effective in strategic campaigns. The texting program has shifted to a ‘peer-to-peer’ approach, which allows each message to be individually dispatched and fosters more natural two-way conversations. Peer-to-peer messaging has been employed in connection with general political election and voter registration information surrounding the 2020 United States election cycle. Additionally, preliminary tests—in collaboration with the IATSE’s Disaster Response Committee—were conducted to determine the effectiveness of peer-to-peer texting in reaching members in or near areas affected by natural disasters. Peer-to-peer text messages on these topics may prove to be more effective than email.

The Communications Department continued to improve website capabilities. The IATSE Coronavirus Active Response and Engagement Service (C.A.R.E.S.) site has remained a resource to test and deploy more modern web technologies. The site, which the Department launched in March with only a few pages containing resources and the home of the Alliance’s COVID-19 focused mutual aid program, has expanded to feature over one hundred unique pages or posts. As the next-generation all-purpose IATSE website remains on the horizon, groundwork and designs have been deployed in the process of building the IATSE C.A.R.E.S. site as well as other various micro-sites. The Department has been able to build these sites in-house on the same infrastructure. The next-generation International website is expected to emerge during the current calendar year.

The Department’s report also described its popular member stories program, which highlights the unique and diverse perspectives of IATSE members. These stories, which are curated by the Department, help to highlight the issues facing behind-the-scenes workers and inform the public of the union’s issues. They have been centered on a wide range of topics, including activism and the impact of COVID-19. The stories are published regularly on the IATSE C.A.R.E.S. website and routinely featured in the weekly newsletter, the Official Bulletin, and AFL-CIO daily briefing emails. Going forward, the Department intends to expand beyond written articles by incorporating recorded video interviews.

The Communications Department assisted General Secretary-Treasurer Wood in compiling and curating content for recent editions of the IATSE Official Bulletin, including editions covering the third and fourth calendar quarters of 2020. The Department’s involvement, which

began in the first quarter of 2020, has added various ties to the existing digital program. For example, graphics and articles historically included in the Bulletin may also provide content on IATSE social media or websites.

With its broad array of tools, the Communications Department continues to collaborate with all the Union’s committees and departments on numerous campaigns and objectives. This has recently included, for example work on negotiation campaigns with the Stagecraft Department assisting treasurers and ticket sellers; work with the Broadcast Department to attain regular COVID-19 testing for broadcast technicians; and assisting the Motion Picture and Television Production Department in publicizing the “safe way forward” agreement related to COVID-19.

The Department also provided considerable support to the Political and Legislative Affairs Department during the 2020 U.S. election cycle on a wide array of voting information and various communications pieces (e.g., mailings, social media posts, press releases, emails, and text messages) to help inform and mobilize members. These efforts have brought additional pro-worker candidates to the legislative and executive branches of the U.S. government.

The Department collaborated with the Education Department to promote new learning opportunities for IATSE members. It has publicized recent mental health webinars and resources promoting safety and health as the Alliance continues to navigate this difficult period. Additionally, the Department’s promotions of the annual Walsh/DiTolla/Spivak Foundation scholarship yielded a record number of applications. The Department also remains involved in the IATSE C.A.R.E.S. mutual aid program, which continues to connect members and attract volunteers. Thousands of volunteers have visited the web platform each month. Many have offered their support to fellow members and the Department encourages people to continue to seek assistance.

The Communications Department continues to support Locals’ efforts to establish and expand their own digital communications. To date, thirty-four Locals have received training on Action Network, the email and action tool provided to the Alliance and its Locals through the AFL-CIO at no cost. Locals wishing to revamp their email distribution, newsletter, digital organizing, or similar digital capabilities may contact the Department at comms@iatse.net. In several instances, the Communications Department assisted local unions in reclaiming idle social media accounts or otherwise navigating platform restrictions. Director Loeb encouraged Locals who encounter similar issues to reach out for assistance.

In the second half of 2020, the Department also took part in unprecedented external collaborations, including coordinating with other Hollywood guilds and unions concerning industry-wide efforts on COVID-19 safety. Additionally, Director Loeb remains in close contact with communications counterparts at the AFL-CIO and other union affiliates through email and weekly meetings.

President Loeb thanked the Department for its work and noted that the data and numbers concerning social media speak for themselves. The Alliance's presence on these platforms has grown exceptionally and our issues and materials are now reaching a wider audience. The IATSE has more people following and learning about its vision and mission. The International will gain allies and a broader following into the future. Notably, over 2,500 journalism articles have also mentioned the Union recently, signifying the success of the Department's press program. Communications offers support to all the Union's departments and our communications are more important than ever due to the current pandemic. Both before and during the COVID-19 pandemic, these programs have offered valuable and effective means of connecting IATSE members.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia White reported on the recent activities of the Education and Training Department, also incorporating the activities of the IATSE Training Trust Fund. The Department works in three main areas—Union Skills Development for Leaders and Members, Craft Skills and Safety training, and Student Outreach.

UNION SKILLS DEVELOPMENT TRAINING

IATSE Officer Institute

With in-person IATSE Officer Institute sessions on pandemic hiatus, December 2020 brought the unveiling of "Officer Institute Online", presented in partnership with the University of Wisconsin School for Workers. This is a series of courses for currently serving IATSE Local Union Officers, Officials, Trustees, and Board members and was designed as a virtual complement to the in-person IATSE Officer Institute. It is focused on effective leadership principles to help attendees build high-capacity local unions, effectively represent workers, communicate clearly, and set and achieve long term goals. Content is both for those who have attended an in-person Officer Institute and want a

review and those who have not been able to attend in person yet and are seeking a strong foundation. Don Taylor, Professor, University of Wisconsin School for Workers is the main instructor.

The virtual classes are online and asynchronous, so Local leaders may attend at times that fit their own schedule and study at their own pace. Lessons include short readings, videos, recorded PowerPoints, quizzes, and discussion boards where reflective questions are posed, and students post responses and comments for the instructor and classmates.

The series of four week-long courses was developed by the University of Wisconsin School for Workers, with added IATSE-specific content designed to help union leaders learn key components and considerations for leading their local unions. Most students can complete a module in 6-8 hours over the course of a week.

The first module, "Foundations of Union Leadership", which includes segments on both U.S. and Canadian Labor Law, sold out the day it was announced, and has been presented twice so far. Module 2, "Leadership Theories and Leadership Styles" is set to begin on Thursday, February 4, and is already sold out. More sessions will be scheduled. Module 3, "Internal Organizing: Building Capacity in Your Local Union" will take place February 18-25, 2021, and Module 4, "Strategic Planning" is scheduled from March 8-14. Local Leaders are notified through email from the IATSE Communications Department when enrollment is open, so watch your inbox for details. Additionally, interested Local leaders may email officerinstitute@iatse.net to be notified when new class announcements post.

Director White noted that regardless of when travel and gatherings are possible again for trainings, Officer Institute Online will continue as a complement to, rather than a replacement of, in-person learning.

Webinars for IATSE Leaders and Members

The Education and Training Department is committed to providing online learning on a range of topics and has presented twenty webinars since the summer 2020 GEB Meeting, with a total of 6,186 attendees.

The Sessions Open to All were:

The IATSE Road Show: Why Unions Still Matter makes the case that strong unions are an essential component of a strong and stable economy.

Planning a Safe Show? This is What You Need to Know teaches guidelines for evaluating job hazards,

developing safety plans, and executing and maintaining plans in the time of COVID-19.

Mental Health & Suicide Prevention detailed the tools and resources for mental and emotional wellbeing that are available to individuals seeking help for themselves and for those seeking to help others.

Ergonomics for IATSE Workers was created to provide IATSE workers with a general overview of ergonomics.

The Impact of Elections on Labor Law, Unions, and Their Members (originally presented in June of 2020) presented the consequences of presidential appointments to the Department of Labor, the National Labor Relations Board, the Pension Benefit Guaranty Corporation, and other agencies on the health, work, and security of working people now and in the future.

Developing a Craft Skills & Safety Training Program in Your Local Union covered how to plan a program strategically by Identifying Training Needs; Recruiting Instructors; Access Resources; Getting Support from the I.A.T.S.E. Training Trust Fund; and more!

Webinars for IATSE Leaders Only

Communications Cornerstones taught local leaders key skills to help build connections, create alliances, mobilize union power, and engage members.

Best Practices for Local Union Secretary-Treasurers & Trustees covered the critical duties of Secretary-Treasurers and Trustees and the ways those officers can work together to create solid foundations for strong, healthy, and effective local unions.

Labor Law Basics emphasized the practical, day-to-day application of the law.

Transactions to Transformations: Building Strong IATSE Local Unions addressed the challenges of leading local unions through uncertain times and encouraged local leaders to find opportunity in moment of crisis.

Stress, Mental Health and Bullying Hazard Awareness for Local Union Leaders raised awareness of psychological hazards that workers in the entertainment industry may face and provided tools to promote emotional wellness and psychological safety on the job.

Situational Leadership taught local leaders about different leadership styles and gave ideas on leading through the pandemic and beyond.

Recordings of some of these classes are available by emailing officerinstitute@iatse.net. To date, the videos have been viewed 1,239 times.

Through the end of the summer, the Department also continued to collaborate with the IATSE Political and Legislative Department on the District Convention Education Sessions.

Behind the Scenes Mental Health and Suicide Prevention Initiative

Reviewing the list of webinars and courses it is impossible not to note the strong emphasis on psychological safety for IATSE workers. Much of this work is rooted in participation in the Behind the Scenes Mental Health and Suicide Prevention Initiative. Local 849 Business Agent Shelley Bibby and IATSE Education Department Director Pat White serve on the Steering Committee, and work to keep a strong focus on the IATSE and members. Since the last GEB meeting in July the resources of the initiative have expanded to include template toolbox talks, online graphics and publicity material for locals and members to use in their workplaces, more listings on the online Entertainment Industry Therapist Finder, and more.

Many members, whether working under difficult circumstances or out of work, are worried about finances, and struggling. Many may be dealing with anxiety, grief, feeling overwhelmed, an inability to concentrate, changes in eating, drinking or substance use patterns, and other issues affecting daily functioning. This initiative can be a lifeline.

For more information about the BTS Foundation and to access their Mental Health and Emotional Wellness resources, please visit their website: <https://wp.behindthescenescharity.org/mental-health-and-suicide-prevention-initiative/>.

Labor Education Assistance Program (LEAP)

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. As of December 31, 2020, local leaders were reimbursed for a total of \$109,883.58 in Canada and \$266,982.39 in the United States for a grand total of \$376,865.97 since the program began in the fall of 2009. 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 and a list

of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Training and Outreach Materials

The IATSE Steward Training course, as well as all the IATSE outreach materials designed for local union use are still available and ready for Locals to use either online or when social distancing restrictions ease in person. Now may be a good time for local unions to review materials and prepare for future training, while work is limited.

The Department has distributed “Passion and Pay”, a presentation for student outreach to local union leaders in the five years since it was first developed. Local unions began to also use it for new workers when organizing. As of January 26, 2020, two brand-new versions of Passion and Pay are available for local union use: One for Student Outreach and One for Organizing new workers. A trainer guide is also available. Assistant Education Department Director Robyn Cavanagh and Education Outreach Coordinator Jennifer Halpern will present a “Train the Trainer” webinar to describe and demonstrate best practices for using the material, and the session will subsequently be available as a recording for those who want to use the materials to best advantage.

For information on any outreach materials, email officerinstitute@iatse.net.

STUDENT OUTREACH

The new version of “Passion and Pay” was workshopped virtually at two presentations this fall—at Montclair State College in New Jersey and George Washington University in DC.

The Roundabout Theatrical Workforce Development Program fellows have stuck out the pandemic with virtual learning and are now in the process of being paired with mentors from Locals One and 764.

CRAFT SKILLS AND SAFETY TRAINING

Annual Events

OSHA’s Annual Safe + Sound Week was held from August 10-16, 2020. This year to observe the week the Education and Training Department presented two webinars to represent this year’s theme—Physical Safety (Safe) and Mental Health (Sound). ICAP members spoke at the first of many “Planning a Safe Show” webinars, and the following day, Members of the Behind the Scenes Mental Health and Suicide Prevention initiative gave a

virtual class on those topics. The IATSE Communications Department and the Training Trust Fund posted information on social media all week, and many Locals held virtual training events to commemorate the week.

The Seventh Annual National Safety Stand-Down to Prevent Falls Week took place on September 14-18, 2020. The IATSE observed the event with virtual Ergonomics Training which attracted 629 attendees, including OSHA Alliance Coordinator Christina Morgan, who complimented the IATSE on the session, and on our frequent safety education outreach to workers.

Event Safety Summit 2020: The New Abnormal (Virtual)

This year, the Event Safety Alliance’s annual Event Safety Summit was held virtually from December 7-11, 2020. Safety and Training Outreach Coordinator Hannah D’Amico attended seventeen sessions in total and brought back information on a variety of issues

OSHA/USITT/IATSE Alliance

OSHA’s 3rd Annual Alliance Forum (virtual) was held on Thursday, September 10. Department Director Patricia White and ICAP Chair Alan Rowe were in attendance, and heard updates not only from OSHA, but from representatives from the National Safety Council, National Institute for Health, and other Alliance partners. The IATSE has a strong presence as part of the OSHA Alliance. The International’s most recent OSHA Alliance Biannual Report (for April 1-September 30, 2020) showed 93 OSHA/Safety & Health Related Trainings and 112 OSHA/Safety & Health Related Communications: Facebook, Twitter, Instagram, Email Blasts, IATSE Official Bulletin. Thanks to the Training Trust Fund and IATSE Communications Department staff, who collaborated in promoting and conducting these trainings.

The former presidential administration in Washington was not friendly to OSHA, and it is hoped that with a new administration, the International can resume delivering training sessions for OSHA staff. But even through the past four years, the IA’s Alliance has stayed vibrant, enabling the IATSE Craft Advancement Program and the Education and Training Department to receive regular updates on COVID-19 directly from OSHA. These are incorporated into Department trainings and sometimes shared broadly on IATSE social media, helping to keep the IA’s workforce safe.

The Department is always working with many partner trainers and organizations to present current, interesting, useful education and information to Locals

and members. Handouts are constantly created and updated, from topics as wide-ranging as “What’s the Difference? Cleaning, Disinfecting, Sanitizing” to an expanded “Diversity, Inclusion and Belonging” LinkedIn Learning course collection resource, to a “COVID-19 Mental Health Self-Care” Tip Sheet. An updated resource booklet on how to create a training program for craft skills and safety in your local union is available. Local unions should ask when they are unable to locate a resource, and the Department will do our best to assist. Emails may be sent to officerinstitute@iatse.net.

IATSE Craft Advancement Program (ICAP)

The key players in much of this work, of course, are the members of the ICAP: Joe Aldridge, Local 720, Peter Donovan, Local One, IATSE Safety Director Kent Jorgensen, Local 80, Sheila Pruden, Local 873, Eddie Raymond, Local 16, and Chairperson Alan Rowe, Local 728. This group works tirelessly assisting the Education and Training Department and the Training Trust Fund with many of our training resources and courses. Much of the work on safety and training mentioned in this report has had ICAP members on the development team or guiding the project.

IATSE Training Trust Fund

The IATSE Training Trust Fund had a busy year ramping up new programs and expanding capacity to reach IATSE members. One of the first things they did after offices closed was to make as many program applications as possible available online and through local union distribution.

Safety First! remains an incredibly popular program. The COVID-19 Safety course has been updated, and an instructor-led version of this session is in the works. Significant updates include information about psychological effects/COVID-19, the difference between Quarantine and Isolation, and differences between various COVID-19 testing methods. A new course, “Recommended Best Practices in Hair and Makeup Sanitation”, is available now, and a much-requested course on “Wardrobe and Costume Department Safety” will be available soon. 6936 new Safety First! Accounts were created in 2020, for a grand total of 9684 Safety First! account holders.

LinkedIn Learning is also popular. In addition to the many popular craft classes, there is now a Self-Care Collection that was shared through social media and can be found in everyone’s LinkedIn Learning account by navigating to Browse>MyOrg>Mindfulness (under

tags). Over 5,280 people applied for new LinkedIn learning accounts this year for a grand total of almost 17,000 people across the IATSE who have accounts and took 81,470 courses this year.

The TTF offered twenty-seven distance learning OSHA 10 General Entertainment Safety courses throughout the year and provided reimbursement funds for another seventy-six locally offered OSHA courses. In total it provided reimbursement for 235 locally offered courses in 2020.

In March 2021, the Training Trust Fund will be offering a new distance learning Train the Trainer course that is being taught by Esther Ramirios. Information can be found on the Training Trust Fund online course calendar.

When the Motion Picture and Television Department negotiated that workers in that part of the business would take the Contract Services C19 COVID-19 Safety course, the TTF collaborated to develop a process by which 2,346 workers outside of Hollywood could complete that training.

The TTF increased their communications and digital presence this year. Everyone is encouraged to visit the TTF website <https://www.iatsetrainingtrust.org> and see the wealth of resources available. All the information you need about their programs is there. Sign up for the TTF newsletter and follow them on social media. All the new courses and course sessions are advertised on TTF social media. It is the best way to get fast notice when new classes are offered, and new programs launch. Local leaders are encouraged to contact the TTF with their specific training needs so that the Trust can work with them to find the best solutions to meet those needs.

In 2020, over 201,654 courses (of all kinds) were taken by more than 71,450 people through the Training Trust Fund, for a cumulative total of more than 656,813 total hours of training last year.

Other Programs and Education Initiatives

The Department has grown to a point where, in a short report, the programs are literally too numerous to discuss. The International is still active with AVIXA (and will be active with InfoComm 2021, scheduled for the week of June 12-18), audio-visual and computer training, as well as the Entertainment Technician Certification Program (ETCP). The ICAP is active in industry standards-writing, attending meetings of the National Fire Protection Association (NFPA) and ESTA Technical Standards meetings. The Department is standing by to assist

the Union's new Equity, Diversity, and Inclusion Committee, and is already providing resources on outside conferences and trainings to the group. The Department assists local unions with their learning questions and does its best to be sure that everyone in the IATSE has an unlimited horizon when it comes to learning. Through Education and training, the IATSE Pillars of Success continue to grow and get stronger, even during the pandemic.

Vice President John Ford thanked Director White, the Department, and Laurie Rubenstein for the assistance they provided to Local 52.

President Loeb expressed his great satisfaction with the Department and its exponential growth and outreach. He noted that the Department adapted speedily to the requirements imposed by the pandemic by switching to an online format/delivery of courses. He highlighted the timeliness of the mental health initiatives noting that the emotional and mental health reckonings brought on by this pandemic have yet to occur. He observed further that the Department is active and meeting the needs of other Departments as well as members.

Regarding the TTF, President Loeb advised that the pandemic has adversely impacted contributions, yet the Fund has continued to provide safety and educational courses to members. He credited TTF Director Liz Campos and the entire staff of the Fund for their agility in moving to an online platform and for their work these last months in the face of tremendous headwinds.

He thanked the ICAP for their consistent invaluable work.

Assistant Director Cavanaugh and Coordinators Halpern and D'Amico have enabled the Department to thrive and are integral to its functioning.

Finally, President Loeb observed that the Education and Training Department began a mere eleven years ago and is now delivering thousands of hours in yearly training and serving thousands of members in two countries. He extended sincere appreciation to Director White, crediting the success of the Department's programming to Director White's indomitable leadership.

IATSE BROADCAST DEPARTMENT

Co-Directors Fran O'Hern and Steve Belsky on behalf of the Broadcast Department, including International Representatives Kevin Allen, Justin Conway, and Rachel McLendon presented a report on the recent activities of the Department.

As was reported previously at the Mid-Summer General Executive Board meeting broadcast technicians have returned to work on live sports in various markets. After approximately four months on pause, Major League Baseball completed a shortened season from July through October 2020. The Department worked with employers leading up to the start of baseball to ensure that appropriate protocols were considered and put in place. Department Representatives monitored conditions in respective baseball markets to track compliance with safety protocols and assist Locals in addressing unexpected issues that emerged throughout the season. The Department additionally focused on the challenges created by the single-feed production model utilized during the baseball season by advocating for equitable treatment of crewmembers in specific classifications and positions that were affected by this production model.

Golf Channel technicians were some of the first IA broadcast members to return to work following the initial pandemic shutdown. The Department and members monitored Golf Channel's safety and testing practices and as the 2020 golf season progressed, Golf Channel technicians increasingly drew attention to the lack of regular COVID testing for workers who are constantly travelling. The Department contacted the company to discuss a comprehensive testing plan, but discussions did not produce initial results. In order to protect members from the possibility of further economic hardship, the Department continued to push for regular testing. Working with the Communications Department, the Department developed an outreach strategy to develop broader awareness of this issue. These efforts drew support from thousands of IA members and other workers who shared our testing concerns. Members speaking out and raising public awareness also brought the attention of traditional media. In January, the company introduced a program of comprehensive testing protocols. This includes regular testing for travelling crews and locally hired freelance technicians. The Department thanked President Loeb and the Communications Department for their support with these efforts. While advocating for safer conditions, the Department has continued to work with Golf Channel technicians to strengthen their activism, build solidarity across a geographically dispersed group, and prepare them to meet the challenges of evolving changes in golf broadcast productions.

Vice President Daniel Di Tolla assisted in negotiations with Purple Tally Productions to bring certain work for that employer under a nationwide contract. This contract covers remote switching and mixing of video and audio signals for live-streamed productions using new technology. Sports broadcast technicians are suited

to this type of production due to their technical expertise and experience with live production. This is a growing field, and as this technology expands it will likely also appear in sports. The Department is working to develop training programs for this technology (and other forms of remote work) to ensure that IATSE technicians will be poised to adapt.

In the fall, the Big Ten Conference announced plans for a limited slate of football games and as result, Big Ten Network operations resumed at remote sites and MICR studios. The network has implemented COVID-19 safety protocols, which satisfy the requirements and guidelines developed by the Department, in some cases exceeding the Union's safety expectations. When the Big Ten Conference announced its men's college basketball schedule a week before play was to start, the Network scrambled to find personnel in some covered markets, leading to some non-signatory crewers performing covered work. The Department is discussing terms of a settlement with the network over those violations.

The Department continues organizing efforts in various areas. The report described the status of a campaign organizing technicians working for the National Hot Rod Association, which began over four years ago. This employer has widely resisted its obligation to bargain, and is currently pursuing a legal challenge in the federal courts, effectively seeking to overturn the IA's NLRB election victory. As of early 2020, the Department remained in contact with these crewmembers to reassess working conditions and develop further strategies. The pandemic lockdown stifled those plans. When the employer returned to finish its broadcast season, the broadcast footprint was significantly reduced and a new event schedule has been released for 2021. Meanwhile, the IA remains involved in the legal case resisting the employer's efforts to avoid its bargaining obligations. The Department will closely monitor legal developments and continue to stay connected to these technicians.

The report provided an update on the status of various collective bargaining agreements covering broadcast technicians. With the return of professional basketball and hockey events in local arenas in late 2020 and continuing into 2021, the Department remained focused on protocols for safe work environments for all broadcast technicians working under IATSE contracts. The Department has continued its efforts to secure fair COVID-related sick pay from various employers. Upon the conclusion of those talks surrounding baseball in 2020 the Union proposed similar programs to other employers and successfully expanded the reach of these benefits. The protocols of some sports leagues have mandated significant testing for certain technicians

in order to gain access to their work areas. The Department has secured compensation agreements for broadcast technicians subject to required testing. With several employers, including Golf Channel as described elsewhere in the Department's report, the Department continues to urge regular testing for all crew members. While some employers are receptive to these efforts, some companies can do more to protect crews from the dangers of this pandemic through regular testing.

Fox North contracts covering Locals 745 in Minnesota and 414 in Wisconsin, respectively expired June 30, 2020 and with a head start on bargaining objectives, the Department together with representatives of the Locals successfully completed renewal negotiations on a virtual platform. These contracts were renewed shortly after Sinclair Broadcast Group acquired this network and several other regional sports networks from Fox. Each Local achieved increases in wages and benefits, additional staffing and jurisdictional gains, and work flow improvements. Both contracts were ratified by each respective Local's members.

The Department expects to continue negotiations over several additional open collective bargaining agreements as the COVID-19 pandemic persists. Continued negotiations are ongoing for a recently organized unit in South Florida. While these negotiations began with a slow and complex start, the current employer of these technicians ultimately began exchanging contract drafts last April. Employer efforts to impose new conditions or new interpretations of standard industry understandings slowed progress. As of late fall, discussions have proceeded and the Department expects to continue bargaining in the first week of February. The multi-jurisdiction agreement including Locals in the southwest, Texas, and Indiana—in total covering the jurisdiction reach of nine Locals is expiring later this year and the Department is currently setting forth plans together with the Locals to set functional goals. The Department has been in touch with the covered Locals individually and early objectives will take shape by the end of April.

In the San Francisco Bay Area, Local 119 now has multiple agreements expiring at the end of March. The Local began preparing for negotiations last February and has significantly modernized their proposals with a goal of aligning Bay Area contracts with other broadcast jurisdictions. The Local's leadership is committed to these negotiations and recently hired a new Business Agent.

Working with Vice President Di Tolla, the Department was able to bring Rush Media, an employer with a presence in several media markets, under contract in the jurisdiction of Local 100 in the New York City area. Work previously done non-union will now be covered by this

IA contract. Around the same time, the Local executed a one-year contract with another prominent crewing contractor in the New York area, which coincides with the terms secured from other crewers in the greater New York market.

In Chicago, Local 762's negotiations for a successor agreement covering a major crewer in Chicago have successfully concluded. While these renewal talks were complicated in this market due to changes at one of the major baseball clubs, after a brief wage freeze the Local bargained successfully and regained lost ground on wages, plus received a stipend to address those losses, sizeable benefit increases, plus three percent wage increases per year. The contract was overwhelmingly ratified.

In Local 793's jurisdiction covering two states and separate markets in the Pacific Northwest, the Department has continued to offer guidance to the Local and its leadership on the best practices to address the needs and concerns in both the Portland and Seattle markets.

The Department's report also described several industry developments. Most notably, the Sinclair Broadcast Group-owned Fox regional sports networks are slated to become known as Bally's Sports networks later this year, under a naming rights deal. The Department's report described the background surrounding past changes for these networks and future projections. Similarly, NBC recently announced an intention to cease operations of the NBC Sports Network and transition content to another network or streaming service. Significant professional sports broadcast agreements are also scheduled to end this year, opening the possibility that broadcasts will be split among multiple distribution outlets.

In closing, the Department discussed additional details about changes confronting the broadcast industry in connection with emerging technology; new distribution models (e.g., streaming, ultra-remoting, hubbing, or bunkering); and increased content directly from sports leagues and conferences. Technical aspects of sports broadcasting were evolving quickly before COVID-19 and may now be accelerated by the pandemic. Rumors of further consolidation in the industry, and technological advances that threaten our traditional work are among the long-term challenges the Department faces. The Department will continue to monitor emerging trends and work to protect jurisdiction and the interests of IA members on these altered productions.

President Loeb observed that the Alliance has significant contract renewal negotiations coming up while

maintaining a commitment to new organizing. Organizing will remain critical as the industry continues to change and evolve. The Department has the capacity to manage its work effectively while remaining on top of the challenges the industry has confronted surrounding COVID-19. In cases where the employers have not complied with safe and thorough practices, our publicity and awareness has led to the right result. The Alliance is the Union that broadcast technicians want to be represented by. While there are multiple markets to manage across the country, President Loeb acknowledged the work of the Department in carrying out the International's objectives.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis reported to the General Executive Board on Canadian matters since the 2020 Mid-Summer General Executive Board meeting.

COVID-19 Work

The entire Canadian Office staff continues to work closely with Locals across the country to address issues that arise during these truly unprecedented times. The entertainment industry Return-to-Work (RTW) protocols agreed to in September 2020 are working well in Canada. The Canadian Office assisted Locals in successfully dealing with various issues that arose in the roll out of these RTW protocols. The live performance sector has faced more significant challenges to any RTW given the public gathering aspect of sector. Canada has seen a few success stories with drive-in concerts, such as Local 105's work in London, Ontario on the Ontario Country Music Awards or Local 295's work on the Brett Kissel concert in Regina, Saskatchewan.

The Canadian Office, with the assistance of Locals, has been lobbying all levels of government to work on live venue re-opening plans. International Representatives Jim Brett and Jason Vergnano have worked with Locals across the country to get accurate monthly wage loss data, which has been invaluable in our lobbying efforts. In addition, the Department has also assisted local unions with the negotiation of new agreements and letters of understanding to keep members employed or returned to work. It has also supported the work of IATSE Committees on RTW protocol initiatives which included the compilation of employer-issued safety protocol documents. The broadcast and/or streaming of pre-recorded performances to keep audiences engaged during the pandemic continues to present challenges to all stage crafts while live streaming of performances continues to present possible work opportunities.

Communication

The Canadian Office continues to host bi-weekly national stage and motion picture calls with leadership from Canadian Locals that include IATSE Canadian lobbyist Isabel Metcalfe and Canadian Legal Counsel Ernie Schirru. These calls continue to keep Locals up-to-date on the work of the Department while also providing an opportunity for Locals to provide information and exchange ideas. Guest speakers on these weekly calls have included President Loeb, General Secretary-Treasurer Wood, International Vice President and Motion Picture Department Director Michael F. Miller, Jr. and International Vice President and Stagecraft Department Director Daniel E. Di Tolla, International Vice President and Trade Show Department Director Joanne M. Sanders as well as Co-Directors for Broadcast Fran O'Hern and Steve Belsky.

The Canadian Office's social media and internet presence remains strong in both English and French and continues to provide members with updated IATSE and COVID-19 related industry and wellness information in addition to providing various member engagement volunteer and lobbying opportunities. The IATSE Canada website also now allows members to access either the English and French versions of the IATSE Roadshow.

Politics & Lobbying

The Canadian Office has continued its focus on political engagement and advocacy on behalf of members with the assistance of IATSE Canada's lobbyist Isabel Metcalfe and International Representative Krista Hurdon. Lobbying efforts to date have focussed on COVID-19 related health and safety return-to-work protocols and COVID-19 related government financial aid to entertainment industry employees and employers. With the motion picture industry back on line, efforts are now focussed on the live production and trade show industries. The IATSE's efforts have been bolstered by its membership in the Creative Industries Coalition that includes Canadian Actors' Equity, the Canadian Federation of Musicians, and the Associated Designers of Canada ("ADC"), whose membership recently voted to join the IATSE and form IATSE Local ADC659.

Since March 2020, IATSE Canada's participation in organized labour's lobbying efforts resulted in the Federal Government introducing the Canada Emergency Response Benefit (CERB) which provided workers, including gig economy workers, with \$2,000 in financial aid per month for 28 weeks. Lobbying has also given rise to important changes to the nation's Employment Insurance benefits and the introduction of the new Canada Recovery Benefit, which provides workers with \$500 in

financial aid for an additional twenty-six weeks following the conclusion of the CERB. The Federal Government's Canadian Emergency Wage Subsidy program available to employers has also been extended to March 2021.

IATSE Canada's live entertainment industry focused lobbying efforts have also gotten traction as well. In the Federal Government's Fall Economic Statement, the Federal Government increased its support for the live entertainment industry and its workers with the introduction of the Highly Affected Sectors Credit Availability Program. The program provides government-backed loans at below-market interest rates with extended repayment terms of up to ten years for Canada's hardest-hit businesses in the tourism, hospitality, and arts & entertainment industries. In addition, the Federal Government announced that it will be providing \$181.5 million to the Department of Canadian Heritage and the Canada Council for the Arts to expand the Council's funding programs for 2021 and 2022. IATSE Canada has also partnered with other motion picture unions and guilds as well as the Canadian Media Production Association to secure \$50 million in insurance back-stop funding which will be administered by Telefilm to assist the motion picture industry producers in dealing with potential COVID-19 related work stoppages.

In June 2020, the focus pivoted to lobbying for the extension of the CERB beyond sixteen weeks. After weeks of intensive lobbying efforts, the Federal Government announced an eight week extension of the CERB program, which for most people, meant a continuation of benefits to the end of August. Although IATSE was encouraged by the success of its lobbying efforts to extend the CERB, lobbying continues for further extensions of the CERB and amendments to the EI program, which are particularly important to members working in the live performance industry.

Organizing

As previously reported, IATSE Canada continues to aggressively pursue organizing opportunities during the COVID-19 Pandemic. Applications have been filed for certification in British Columbia, Ontario, Quebec and Nova Scotia using electronic membership evidence during the Pandemic. Efforts in this regard have been extremely successful and resulted in the addition of 3,000 new members and a 10% in IATSE Canada's overall membership. Organizing efforts have been bolstered through Continuing Organizing Membership Education Training (COMET) training modules being presented by International Representative Jason Vergnano to Locals across Canada and International Representative Jeremy Salter's boots-on-the-ground organizing campaign coordination.

Organizing successes include the recently chartered Animation Guild, IATSE Local 938's certification as bargaining agent for over 165 animation workers employed by Titmouse in British Columbia. The recently chartered Arts and Cultural Workers Union, Local B778 was also certified as the bargaining agent for employees working at the Gallery Gachet and the Contemporary Art Gallery, both of which are located in Vancouver British Columbia, as well as the Canadian Artists' Representation/Le Front des Artistes Canadiens, a non-profit corporation that serves as the national voice of Canada's professional visual artists, and Cineworks, which is an artist-run production and exhibition centre that supports independent filmmakers and media artists. In addition, Local B-778 has secured voluntary recognition agreements with VALU-Co-op, Love Intersections and the Sewing Co-op. Local 891 has also been busy on the organizing front, having recently filed two certification applications seeking to represent COVID-19 categories on two productions, both of which remain outstanding before the British Columbia Labour Relations Board. Finally, Local 411 in Toronto, Ontario, has taken on an expansion of its jurisdiction to include production assistants. Local 411 has filed certification applications seeking to represent production assistants with several productions in recent months with all of those applications resulting in almost immediate voluntary recognition agreements.

Since the last General Executive Board meeting, IATSE has also welcomed over 250 new members from the Associated Designers of Canada into the newly chartered national Local, ADC659. The ADC Canada was formed in 1965 to represent the set, costume, lighting, projection, and sound designers in live performance throughout English Canada.

Finally, the most significant victory IATSE Canada has had in terms of numbers is the merger of AQTIS into the IATSE. After organizing successes in the early 2000's, the IATSE shared jurisdiction for work in the film industry with AQTIS, a Quebec based union of technicians and artists. Relations between the two organizations was often tense and resulted in various legal disputes over the years despite the fact many workers were members in both organizations. In 2019, the IATSE and AQTIS filed various applications seeking to displace one another under Quebec legislation. In the midst of impending litigation, individuals on both sides showed tremendous leadership and reached out to each other to start discussions of the best interests of their respective memberships. Those initial discussions turned into intensive bargaining over the coming months and resulted in a merger agreement with Local 514, AQTIS and Local 667. Finalizing the terms of the merger required the parties to recognize the unique aspects of

each organization while at the same time identifying areas of mutual interest. In the end, the successful merger of Locals 514 and 667 with AQTIS to form successor organization to AQTIS IATSE Local 514 has given rise not only to formal recognition by the Quebec Labour Relations Board but also the influx of 2,600 new IA motion picture members engaged in both scripted and reality productions, commercials, music videos and in-house TV broadcasts. With a total membership of over 5,000, the new Local 514 is Canada's second largest Local. International Representatives Vergnano and Salter played an integral role in this historic unification of the entertainment industry labour force in Quebec.

Bargaining

The Canadian Office continues to assist Locals with collective agreement negotiations across the country through video conferencing. For example, International Representative Julia Neville assisting Locals 669 and 891 in their preparations for upcoming bargaining, along with the Teamsters, for a renewal of the BC Council of Film Unions Master Agreement with the Alliance of Motion Picture and Television Producers (AMPTP).

International Representative Vergnano assisted Local 461 in reaching a renewal collective agreement with Brock University in St. Catharines, Ontario. Highlights of that renewal agreement included maximum annual wages permitted by Provincial legislation and significant pay equity raises for wardrobe workers.

International Representative Jim Brett assisted Local 295 in reaching a renewal collective agreement with the Conexus Centre for the Performing Arts and the IMAX Theatre at the Saskatchewan Science Centre. Both renewal agreements contemplate wage increases as well as improvements in language, the latter of which is awaiting ratification.

Community Outreach

Canadian Locals continue to engage in community outreach initiatives during the pandemic. Of particular note, is Local 58's partnership with the Toronto Star Santa Claus Fund toy drive which resulted in every entertainment working in the Toronto area in need, regardless of union affiliation, being able to provide their child with gifts over the holidays and Locals 669's and 891's participation in the Reel Thanksgiving Challenge which, with \$5,000 in support from the International, resulted in over \$200,000 in donations for the Greater Vancouver Foodbank. Responding to the call of President Loeb, members of Local 56 helped to build temporary shelters for the homeless with COVID at the Stade De Soccer De Montreal. Vice President Lewis also extended a note of

appreciation to Canadian Motion Picture Locals which have reached out to Stage Locals looking to provide work their members.

President Loeb thanked Vice President Lewis and the Canadian Department members for all of their hard work. In doing so, President Loeb noted that the Department's organizing efforts in traditional and non-traditional crafts and/or workplaces which have increased the Alliance's membership by over 3,000 members during a pandemic is particularly extraordinary. He concluded his remarks by commending the Department for its well thought out and aggressive advocacy and activism on behalf of members with all levels of government during these particularly trying times.

IATSE LEGAL AFFAIRS

On behalf of the Legal Department, General Counsel Samantha Dulaney updated the General Executive Board on recent developments in legal matters and affairs.

National Labor Relations Board

General Counsel Dulaney began by updating the General Executive Board on developments at the National Labor Relations Board (NLRB) since the last General Executive Board meeting.

President Biden took two actions on Inauguration Day to correct the course of the NLRB. First, he appointed Board Member Lauren McFerran as NLRB Chairperson. McFerran is the sole Democratic-appointee to the Board and replaced Republican-appointee John F. Ring as chair. However, Republicans still maintain a 3-1 majority on the Board. Control of the Board will not flip to the Democrats until after Member William J. Emanuel's term expires on August 27, 2021.

Second, President Biden demanded the resignation of NLRB General Counsel Peter Robb. Robb refused to resign and was subsequently terminated. Peter Ohr has been named acting NLRB General Counsel until the Senate can confirm a Biden-nominated replacement. Robb had nine months remaining on a four-year term. He becomes the first NLRB General Counsel to be forced from office since 1950. The NLRB General Counsel has wide-latitude in determining the types of cases pursued by the agency.

General Counsel Dulaney then reported on several NLRB decisions issued by the Trump NLRB since the last GEB meeting. NP Texas LLC, 370 NLRB No. 11 (2020), concerned a representation petition filed by a group of workers at Texas Station Casino in Nevada on May 28, 2020. After the Regional Director issued an order

directing an election via mail-ballot, the employer sought review by the Board. The employer argued that there were no eligible voters in the proposed unit because the casino had laid off its employees and closed indefinitely due to the pandemic. The NLRB sided with the employer and ordered that the petition be dismissed. The Board concluded that, because of the pandemic, the casino employees had "no reasonable expectation of recall" and would therefore not be eligible to vote in an election. This decision will severely hamper efforts to organize workers in industries that have been temporarily shuttered due to the pandemic.

In LiUNA, Local Union No. 91, 370 NLRB No. 42 (2020), the Board found that a local union violated the National Labor Relations Act when it removed a worker from its non-exclusive hiring hall referral list in retaliation for making Facebook posts that were critical of the local's business manager. The Board ordered the local union to pay backpay, with interest, to the worker for work opportunities lost because he was removed from the referral list.

The Board issued an important decision in Audio Visual Services Group, LLC, 370 NLRB No. 39 (2020). In this case, the union sought to represent audio-visual technicians at four locations in northern California. The employer argued that technicians at sixteen other job sites should have been included in the unit. The Board disagreed, finding that there was insufficient interchange among employees at the four locations and the sixteen other job sites. Further, the locations covered by the Union's petition were in close geographic proximity, while the other locations were 70-110 miles away.

In Aspirus Keweenaw, 370 NLRB No. 45 (2020), the NLRB provided guidance to Regional Directors when deciding whether to order a mail ballot election during the COVID-19 pandemic. The Board listed the following situations where mail ballots may be used because of COVID-19:

1. The Regional Office conducting the election is under "mandatory telework" by the NLRB;
2. Either the 14-day trend in new COVID-19 cases in the county where the voters workplace is located is increasing, or the 14-day testing positivity rate in that location is 5% or higher;
3. An in-person election site cannot be set up without violating mandatory state or local gathering restrictions;
4. The employer refuses or fails to commit to the NLRB's in-person election protocols;

5. There is a current COVID-19 outbreak at the workplace or the employer won't reveal its current status; or
6. Other "similarly compelling considerations"

In addition, mail voting remains suitable where other factors—unrelated to COVID-19—make in-person elections difficult. For example, if employees are scattered over a wide geographic area; do not work at the same fixed facility; or have widely varying work schedules; mail-ballots will likely be appropriate.

Finally, in *IUOE, Local Union No. 150*, 370 NLRB No. 40 (2020), the NLRB declared its intention to reevaluate whether Unions should be permitted to erect stationary banners and inflatables (e.g., "Scabby the Rat") in front of neutral employers. Neutral employers are employers not directly involved in the labor dispute. Often these so-called neutral employers are doing business with the primary employer. Under current law, Unions are permitted to erect banners and inflatables in front of neutral employers to advise the public of the labor dispute with the primary employer and/or request that the public not patronize the neutral employer. A decision in this case is likely to issue before control of the Board switches to the Democrats in the fall of 2021.

United States Department of Labor

General Counsel Dulaney then updated the GEB on developments at the United States Department of Labor. In early January, the in-coming Biden administration announced that Boston Mayor Marty Walsh would be nominated to be the next Secretary of Labor and head the federal Labor Department. Mayor Walsh is a longtime union member, and former head of the Boston's Building and Construction Trades Council before entering public office.

President Biden also announced plans to nominate California Labor Secretary Julie Su for Deputy Secretary of Labor, effectively the second-in-command at the Labor Department. Secretary Su has accepted the administration's nomination offer which is another welcome announcement given Secretary Su's career as an impressive advocate and a proven history as an effective labor standards leader with a pro-worker record in California.

In addition, President Biden announced that former United Steelworkers official James Frederick will be appointed as Deputy Assistant Secretary at DOL's Occupational Safety and Health Administration and Jessica Looman, the outgoing executive director of the Minnesota State Building and Construction Trades

Council to serve as deputy administrator of the DOL's Wage and Hour Division. All of these selections make it very clear that President Biden will move DOL policy in a far more pro-worker direction.

A. Office of Labor Management Standards

OLMS Director Appointed

As of January 21, as soon as President Biden took office, the Administration appointed Jeffrey Freund as Director of the DOL's Office of Labor Management Standards (OLMS). A highly experienced union-side labor attorney representing unions in a variety of industries, and most recently serving as Senior Counsel at the Washington, DC law firm Bredhoff & Kaiser, he is a welcome addition to the OLMS. This position does not require Senate confirmation, so Director Freund assumed that position immediately.

B. U.S. DOL Independent Contractor Rules

Elsewhere in the DOL, the Department's Wage and Hour Division, which is responsible for enforcing the government's position on the minimum wage and overtime provisions of the Fair Labor Standards Act issued a proposed regulation in September that would significantly revise the standard for determining who is a covered employee and who is an independent contractor for wage and hour purposes. The proposals' employer-friendly approach to the interpretation of the term 'employee' under the law would have a multi-billion dollar impact on thousands of U.S. workers.

The DOL found that the revised rules would cost workers more than \$3.7 billion annually (in reduced pay and benefits and statutory insurance like social security). Overall, the rule would make it easier for employers to classify workers as independent contractors, if not effectively presume workers are not covered employees. While the proposed rule would not generally have direct effects on current union-represented workers covered by collective bargaining agreements, it would incentivize independent contractor relationships. By doing so, this anti-worker proposal would not only narrow worker protections under the Fair Labor Standards Act, it would also strip from individuals (classified as independent contractors) Social Security and Medicare contributions; unemployment insurance; workers' compensation; protection from discrimination—and (most importantly) make it more difficult to organize a union and collectively bargain.

The administration attempted to fast-track the rule by opening a mere 30 days for public comment on the proposed changes. The comment period closed on October

26, 2020, and the AFL-CIO along with several unions—including the IATSE—issued comments on the proposed rule, denouncing the revisions and urging the DOL to withdraw the proposal. Nonetheless, on January 7, thirteen days before the Trump Administration ended, the DOL issued final regulations incorporating all its proposed changes, which are currently set to take effect on March 8, 2021. However, due to President Biden’s swift action on administrative rule changes upon taking office the Legal Department expects that the rule will be put on hold before that date.

C. DOL-Related Executive Actions and Appointments By President Biden

As of Wednesday, January 27, President Biden had taken thirty-seven executive actions in his first six days in office, many of which directly undo or reverse Trump Administration policies.

Significantly, on Inauguration Day President Biden issued a broad instruction to Executive agencies—including the Department of Labor—to put a 60-day freeze on new regulations. The agencies are also directed to halt any other regulation activity and await approval from the Biden administration before moving forward.

Additionally, among his initial Executive actions after his inauguration, the President issued an Executive Order on Protecting Worker Health and Safety—which directs the DOL’s OSHA to issue revised guidance for employers concerning COVID-19 and urging the agency to reconsider emergency temporary standards for businesses to follow during the pandemic. The Department of Labor was directed to issue revised guidance for employers within two weeks. Under the Trump administration, OSHA refused to issue emergency temporary standards and largely shirked its duty to protect workers under the Occupational Safety and Health Act by failing to issue binding, specific safety measures. This order signals a significant reversal of the Trump administration’s strategy to occupational health during the pandemic.

United States Supreme Court

Next, General Counsel Dulaney updated the General Executive Board on developments at the United States Supreme Court. Justice Ruth Bader Ginsburg died in September, a heartbreaking loss which was followed by an even more stunning Senate response in filling the Court’s vacancy. Justice Ginsburg died on September 18th and President Trump announced his nomination of Judge Amy Coney Barrett eight days later. Judge Barrett’s hearing before the Judiciary Committee started nineteen days later and the full Senate voted 52-48 to confirm her

nomination on October 26, just eight days before the federal elections on November 3.

Notably, Senate majority leader Senator McConnell completely reversed the position he took in 2016 when he refused to allow consideration of President Obama’s nominee, Merrick Garland, for the seat that was left vacant after Justice Scalia’s death. Here, in contrast, Justice Barrett—a lifetime appointment—was rushed through the Senate in a little more than month, at a time when the American people were already voting in large numbers in a presidential election. The speed with which Judge Barrett’s nomination proceeded to confirmation is offensive and violates the very same sense of fairness McConnell allegedly relied upon in 2016. With the confirmation of Judge Barrett, the Court now has a clear conservative majority and is set to become perhaps the most corporate-focused Supreme Court in history.

While there are no blockbuster labor or employment cases before the Court for the October 2020-21 term, unions won a victory in connection with fallout from the 2018 Janus decision concerning fair-share agency dues in the public sector. On January 25, the Court rejected claims from former government workers who were trying to recover fees they paid to public-sector unions before the 2018 Janus ruling. By refusing to hear these cases, the Court has left lower court decisions in place which declined to allow public-sector workers to retroactively recover agency fees.

Volunteer Voter Protection and GOTV Efforts

General Counsel Dulaney updated the Board on volunteer voter protection and Get Out the Vote (GOTV) efforts by IATSE attorneys during the 2020 election. Counsel Adrian Healy engaged in remote voter protection efforts in Pennsylvania and Georgia. Counsel Jacob White engaged in remote voter protection efforts in Georgia, and GOTV efforts in Georgia, Arizona, and Wisconsin. Counsel Michael Short engaged in in-person voter protection efforts in Cleveland. All IA attorneys participated and contributed to fundraising efforts in support of the Biden-Harris campaign and the Georgia Senate runoff campaigns of Reverend Raphael Warnock and Jon Ossoff. General Counsel Dulaney specifically and sincerely thanked President Loeb, as well as General Secretary-Treasurer Wood and IA Political Action Committee members Vice Presidents Davis, Ford and Carlson for their support in her efforts to raise funds to support the Georgia runoff elections.

President Loeb thanked General Counsel Dulaney for her report. He noted that he is hopeful that the recent changes at the Department of Labor and National Labor Relations Board will help to undo some of the damage

caused by the relentless assault on Labor over the past four years. Clearly the people running these agencies during the Trump Administration did not believe their duty was to protect working people. President Loeb thanked the Department for its tireless work over the past four years in an incredibly difficult legal environment. The Department continued its routine duties while also dealing with a constant, unrelenting barrage of legal attacks on Unions and working people and did so in an effective and sophisticated manner that brings credit to the Alliance. President Loeb specifically thanked General Counsel Dulaney for coordinating those efforts and providing a strong backbone for the Legal Department.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS

Political and Legislative Department Director Tyler McIntosh reported on the Alliance's 2020 political program and the United States federal election results. The report further provided a COVID-19 relief and omnibus legislation update and a legislative outlook for 2021 at the federal level in the U.S.

The Alliance's political and legislative activism over the last six months played a significant role in setting the stage for our members and working people in the United States to again have worker-friendly federal leaders. The start of 2021 included one of the most egregious assaults on democracy in American history when insurrectionists stormed the United States Capitol building in Washington D.C. on January 6, 2021. Leadership and decency were restored fourteen days later when President Joe Biden was inaugurated as the 46th President of the United States, bringing an end to the most anti-worker administration in generations.

Despite the worst pandemic in a century and deliberate voter suppression efforts, working people contributed in record numbers to the 2020 elections. In the short time since inauguration, the IATSE-endorsed Biden-Harris administration is putting the U.S. on the path to further COVID-19 relief, and overcoming the COVID-19 pandemic, which will ultimately get IATSE members back to work. With pro-worker candidates Rev. Raphael Warnock and Jon Ossoff winning Georgia's Senate runoff races on January 5, 2020 support in both houses of Congress has been realized together with a labor-endorsed President in the White House. In President Loeb's words, "I believe that the Biden-Harris administration will be the most significantly pro-labor, pro-worker administration in modern American history."

In the 2020 election cycle, IATSE's enhanced political infrastructure allowed our members to build

upon previous electoral work and make a difference in electing pro-worker candidates who share our views. The Department primarily focused on supporting U.S. Locals with the tools and resources necessary to ensure their members were registered to vote and educated on ways to vote safely and engage politically in spite of the COVID-19 pandemic. The Department worked closely with District Secretaries and political coordinators throughout the country on significant voter registration efforts and get out the vote campaigns. In addition, the programs of individual Districts, Locals, and committees contributed to countless other mobilization efforts.

IATSE participated as an affiliate of the AFL-CIO with their annual electoral mobilization program, Labor 2020. The International sponsored IATSE members to work with the AFL-CIO in battleground states. Twenty-eight members, who worked over 600 days combined, worked as release staff for their respective AFL-CIO state federations. These were both record numbers. The Department commended those individuals who tirelessly helped to win races up and down the ballot. In addition, numerous International staff members volunteered to place phone calls during AFL-CIO phone banking in the final weeks before November elections.

The International launched an expansive mail program to communicate with members in thirteen battleground states in the weeks leading up to the election. The Department reached 17,686 members and sent 35,372 mail pieces focused on voter registration; education on pandemic-related changes to election deadlines and rules; the labor records of presidential candidates; and getting out the vote.

The 2020 IATSE political program also included a first-time messaging campaign utilizing a text-messaging platform. IATSE staff communicated one-on-one via text with 20,805 members, received 7,420 responses, and sent 26,598 texts through the program. The Political and Legislative and Communications Departments further collaborated to communicate with the U.S. membership about the election via email and social media, which have traditionally been utilized.

In another first-time initiative, the IA partnered with an outside organization to recruit members as poll workers to ensure a safe, fair elections in various locations around the U.S. Three hundred and thirty-five members signed up to serve as poll workers in their local communities through this partnership, supporting the democratic process.

IATSE volunteers consistently mobilized our membership in support of the Biden-Harris ticket by

sponsoring get out the vote phone banking. President Loeb was joined by U.S. Senator Sherrod Brown (D-OH) to kick off these efforts together with a few hundred union member volunteers.

The Alliance has also been significantly engaged with the Biden-Harris transition team following the election. Together with Joe Hartnett, Assistant Director of the Stagecraft Department, Director McIntosh served on the Arts for Biden campaign policy committee. Assistant Director Hartnett was appointed as one of two policy co-chairs, where he contributed to an arts policy proposal produced by the committee and passed on to the transition team. President Loeb spoke with personnel leading the operations of the Biden transition team to provide IATSE input on the transition. Director McIntosh participated in meetings with the agency review teams affiliated with the incoming administration. During the transition period, President Biden and his team continued to show concern about the effects of the pandemic on behind-the-scenes workers. Local 834 Vice President Jessica Gavin joined President-elect Biden for a virtual roundtable to speak about the unemployment and economic hardship that COVID-19 has caused IATSE members. The Biden team also solicited input on personnel recommendations to fill administration roles, which the Department submitted with input from IA officers and staff.

Both Senate races in Georgia advanced to a runoff election on January 5, 2020 to determine control of the U.S. Senate. Director McIntosh thanked President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for the support and resources they dedicated to a two-month plan in Georgia focused on those elections. Five IATSE members in Georgia worked over 130 days combined as release staff for the Georgia AFL-CIO in support of labor's efforts. Over 60 members from across the country volunteered to make calls during weekly AFL-CIO phone banks focused on Georgia. The International again utilized mail pieces detailing runoff election information, which reached 5,340 IA members in Georgia. The Department also again launched a peer-to-peer text messaging campaign that reached 4,228 members, sent 8,934 texts, and received 1,121 responses.

Director McIntosh commended the dedicated work of IATSE members and Locals in Georgia. The International's collaboration with and support of established grassroots organizations, like Stacey Abrams' 'Fair Fight', helped to deliver a win for working people in these critical runoffs. In addition to the Georgia U.S. Senate seats, there are many pro-worker lawmakers now in office, or remaining in office, who may not have been there without IATSE political support.

Director McIntosh reported that with 306 electoral votes, over 81 million votes, and a final vote margin of over 7 million, Joe Biden and Kamala Harris were elected to lead the United States as President and Vice President. Trump held the toss up states of Florida, North Carolina, and Ohio. Biden flipped five states that Trump carried in 2016: Arizona, Georgia, Michigan, Pennsylvania, and Wisconsin.

In the Senate, Republicans held onto most of their incumbencies in states like Maine, North Carolina, Iowa, and Montana and defeated an incumbent Democratic Senator in Alabama. Democrats flipped 4 seats—Arizona, Colorado, and both Georgia seats. This resulted in a net gain of 3 senate seats for Democrats and split the chamber 50-50. An even split gives the tie-breaking vote to Vice President Kamala Harris and secures a pro-worker majority.

In the House, a slim pro-worker majority was maintained but narrowed. Republicans flipped 14 seats and Democrats flipped 3 seats, with one result still outstanding in NY-22 where the outcome is being contested in court. This results in a net gain of at least 11 seats for Republicans and a narrow 222 – 212 Democratic majority.

Director McIntosh reports many results were a shock. In many cases, polling favored Democratic candidates in the months leading up to the election. However, some now doubt whether supporters of Donald Trump cannot be reliably captured via traditional polling methods and his presence at the top of the ticket had significant implications down-ballot.

At the state level, Gov. Roy Cooper was reelected in North Carolina ensuring a pro-worker executive in Raleigh. Candidates Mike Cooney in Montana and Dan Feltes in New Hampshire were defeated. These gubernatorial results make Montana and New Hampshire the latest two Republican "trifecta" states, putting them on the frontlines of the right-to-work fight.

The election of President Biden and pro-worker majorities in both houses of Congress provides a clear path to pass comprehensive COVID-19 relief immediately. It also means the ability to confirm pro-labor nominees to cabinet positions, the courts, federal agencies, and broader administration. President Biden promised to be "the most pro-union president you've ever seen." He wasted no time making good on that commitment. Secretary of Labor nominee Marty Walsh will be the first union member to serve as Labor Secretary in nearly half a century. President Biden announced plans to nominate California Labor and Workforce Development Agency Secretary Julie Su as Deputy Secretary of Labor.

President Biden also appointed worker safety expert and former Steelworker Jim Frederick to head the federal Occupational Safety and Health Administration (OSHA), released a national strategy to combat COVID-19, directed OSHA to release specific guidelines for workplace COVID safety, extended the eviction and foreclosure moratorium, and issued a range of additional executive orders to eliminate discrimination for our LGBTQIA+ kin, advance racial justice, and address climate change.

2020 Legislative Update

Following the Coronavirus Aid, Relief, and Economic Security (CARES) Act relief package and push for the Senate to take up the House-passed Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, the Department continued to engage Congress for months, raising awareness about the interests of entertainment workers and the need for comprehensive aid. The Congressional letter campaign “Top Priorities for Entertainment Workers in Subsequent COVID-19 Legislation” was the IA’s primary call to action for legislative relief. It has generated nearly 40,000 member letters to Congress.

The Department has also pursued opportunities to partner with employers and allied organizations to advance shared legislative goals. IATSE’s primary joint effort is the #SaveLiveEventsNow campaign. IATSE is a partner of this campaign, joining its collective voices with entertainment workers, talent, employers, venues, and others working together in favor of American live events. The Department contributed significantly to the legislative framework for the #SaveLiveEventsNow campaign and many of our IATSE legislative priorities for subsequent COVID-19 relief are focal points of the campaign. IATSE is also a partner of the Go LIVE Together campaign. This coalition is focused on relief for the events industry, in particular tradeshow and exhibitions. The IA, though not an official partner, is supportive of the ExtendPUA and #WeMakeEvents grassroots campaigns.

Congressional obstruction and claims that additional COVID-19 relief was not needed delayed further federal action until late-December 2020 when Congress passed a \$900 billion COVID-19 emergency economic relief package as part of the year-end omnibus government funding bill. The Consolidated Appropriations Act of 2021 fell short of the relief needed but was a welcome lifeline for entertainment workers. Among the relief was an extension of the unemployment insurance programs from the CARES Act through March 14, 2021, including partially restoring the \$600 weekly federal enhancement that expired in July at \$300 per week and benefit eligibility for self-employed workers and freelancers though the

Pandemic Unemployment Assistance Program; a second round of economic impact payment checks at \$600 per person and a \$600 payment for each child dependent; and \$15 billion in dedicated funding for live venues, independent movie theaters, and cultural institutions—known as the Save Our Stages Act—with a certification that eligible venues must adhere to the certain collective bargaining obligations and union neutrality.

Before supporting the Save Our Stages campaign, the Department led a lobbying effort to add worker protections to the bill with the goal of ensuring union-busting bad actors will not be eligible for the grants. The Department achieved these goals by working with Senator Amy Klobuchar and Senator Chuck Schumer. Director McIntosh acknowledged Vice President Carlson’s assistance in identifying issues that District 9 had recognized in connection with this law and participating in a discussion with Senator Klobuchar, President Loeb, and Director McIntosh which led to the addition of these labor protections.

Director McIntosh was a member of the working group that drafted bipartisan legislation, the Protect Lawful Streaming Act, that was passed into law as a provision of the omnibus spending bill. The bill modernizes criminal copyright law by enhancing enforcement and making felony penalties available for illegal streaming—ensuring that penalties are available only against those who operate commercial streaming services designed for illegal streaming of copyrighted content. This provides a new tool to deter the theft of copyrighted works that threaten IATSE members hard-won health care benefits and retirement security.

The omnibus bill increased federal arts funding for the National Endowment for the Arts and National Endowment for the Humanities. Funding levels have increased to \$167.5 million each, a \$5.25 million increase over FY 2020 levels. The bill provides over \$284 billion for forgivable Paycheck Protection Program (PPP) loans and expands PPP eligibility to 501(c)(6) nonprofits but failed to extend that support to 501(c)(5) nonprofits. This makes chambers of commerce and trade associations eligible for federally funded economic support and not labor organizations. The Department made IATSE’s discontent on this issue well known on Capitol Hill and it remains a top priority for a subsequent bill.

2021 Legislative Outlook

The current Senate split and narrow Democratic majority in the House will make ambitious legislation difficult without bipartisan support. The Senate Majority Leader will control which bills are brought to the floor and Senate Republicans can still filibuster, which requires sixty

votes to defeat. However, it is expected that Democrats may approve certain bills with a simple majority vote in the budget reconciliation process and could take advantage of that by quickly passing a reconciliation bill for the current fiscal year, leaving opportunities to pass reconciliation bills for fiscal 2022 and 2023.

President Biden has kept a major campaign promise by proposing the American Rescue Plan, a \$1.9 trillion COVID-19 relief package and said that a larger recovery package may follow in February. The proposal calls for direct payments of \$1,400; increasing the federal weekly unemployment supplement to \$400 and extending through the end of September; COBRA subsidies through the end of September; expanded paid leave; an OSHA emergency temporary standard for infectious disease; and \$350 billion in state and local government aid, among other features. The IA supports this proposal and is working with Congress to see it enacted.

The Department expects to dispatch a 2021 update to the IATSE Federal Issue Agenda in coming weeks and expects to continue advocating for COVID-19 relief that protects workers returning to the workplace; extend unemployment insurance provisions; preserve access to affordable healthcare with a 100% COBRA subsidy; allow all nonprofits, including labor unions, access to financial relief the Paycheck Protection Program; protects our healthy pension plans; ensures tax fairness for middle class creative professionals; and provides economic support for organizations in the arts, entertainment, and media industries. The Department will continue to support labor in the broader campaign to pass the Protecting the Right to Organize Act to bring comprehensive, favorable labor law reform to the United States.

In February, President Loeb and IATSE Diversity, Equity, and Inclusion Committee Co-Chair Liz Pecos will participate in a press call hosted by the AFL-CIO's Department for Professional Employees to announce an equity, diversity, and inclusion policy agenda by DPE and its affiliated unions in the arts, entertainment, and media industries (AEMI) – including IATSE. Legislative and policy staff from twelve AEMI unions contributed to this policy agenda collectively over the past six months in order to identify these issues for the incoming Congress.

IATSE PAC Report

Political and Legislative Director McIntosh updated the Board on the status of the IATSE PAC. For the period of July 1, 2020 to December 31, 2020, the PAC received \$122,109.73 in contributions and made disbursements of \$259,500.00. The available balance as of December 31, 2020 was \$127,462.31. The disbursements of \$259,500.00

from the IATSE PAC were contributed to 112 different campaigns and committees.

There were 1,309 monthly credit card and payroll contributors during this period and contributions were made by members of 137 different local unions in the full calendar year.

The pandemic presented new obstacles for IATSE PAC fundraising, but virtual meetings and events have replaced traditional in-person fundraising events. The first virtual IATSE PAC fundraising reception, which followed the Mid-Summer General Executive Board meeting in July 2020, with special guest Congressman Brendan Boyle, raised \$10,235. Several Districts also held virtual fundraising events in coordination with their District Conventions this past year.

The Animation Guild, Local 839 turned its 2nd Annual Post-It Note Show fundraiser into an online event and raised approximately \$2,000 for the PAC. The Motion Picture Costumers, Local 705, and the Costume Designers Guild, Local 892 collaborated on an event, incorporating a designer face mask auction. The event, which featured one-of-a-kind face masks that met the requirements for personal protective equipment to keep members safe during the ongoing pandemic, raised about \$2,800. Theatrical Wardrobe Union, Local 764 held a Quiltmania Raffle, which yielded \$8,742 in contributions. Virtual events have been made available online for the entire IATSE U.S. membership who are eligible to participate with IATSE PAC. Director McIntosh hopes these innovative events can serve as a model, or spark ideas for other Locals to benefit the IATSE PAC.

IATSE PAC utilized over \$550,000 of invaluable member contributions to support candidates in the 2020 election cycle who stand with workers and support the issues important to IATSE members.

Lastly, Director McIntosh concluded his report with a reminder that a virtual IATSE PAC fundraising reception would be held at the conclusion of the Board's meeting with special guest, Senator Ben Ray Lujan of New Mexico.

President Loeb noted that Director McIntosh joined the Alliance in the midst of a chaotic political environment and nonetheless has effectively carried out the Department's objectives together with Assistant Political/Legislative Director, Jackson Reese. In the past months, we have witnessed unprecedented elections that are critical for the future of IA members, an insurrection at the U.S. Capitol, and the challenges of continuing the Department's electoral efforts during a pandemic. The Alliance has become a steadily active organization at the

federal level and our efforts have ramped up at a critical time. Thanks in part to the hard work of the Department and countless IA volunteers and staff, there is now real hope. Working people now have hope in the Senate and House but we must hold elected officials accountable. We must make sure our issues are at the forefront and will continue to do so. President Loeb concluded by expressing his appreciation for the tremendous work of the Department.

IATSE DISASTER RESPONSE COMMITTEE

On behalf of the Disaster Response Committee, International Trustee Andrew Oyaas reported on activities and events since the Committee's last report in July 2020. The Committee has been active in monitoring a variety of emergency situations affecting IATSE members, including the continuing COVID-19 pandemic crisis and recent natural disasters.

Prior to the Thanksgiving holiday in the United States, the Committee began preparations to provide assistance in connection with a potential surge of new COVID-19 cases, which was commonly anticipated by health officials. The IATSE C.A.R.E.S. website was updated, and previous volunteers were contacted to confirm their continued willingness to participate in the Alliance's mutual aid program. Many volunteers reported that they valued their experience helping fellow members and elected to continue their participation in the program. Anyone aware of another member in need of assistance (e.g., to obtain supplies, or other needs) is still encouraged to direct those individuals to the IATSE C.A.R.E.S. website.

The Committee noted that people in the general public and our workplaces may begin experiencing complacency surrounding the COVID pandemic. While members working in motion pictures and television production received positive news when protocols stimulating a safe return to work were signed with industry participants, the Committee has discussed the importance of good judgment and safety practices both at work and outside of work. The Committee encourages all members to continue following now well-known recommendations of health officials, including wearing masks, washing hands, and maintaining a minimum of six feet of physical distance. People should remain prepared to adjust their social lives to limit risks that might expose themselves or others to the virus or spread the outbreak (e.g., avoid crowded public spaces and similar risky activities).

As the pandemic persists, the Committee has also recognized that more societal mental health needs will likely need to be addressed. Complacency surrounding

COVID may continue to make it more difficult to envision a return to normalcy. Newly emerging information about various COVID-19 strains or vaccine rollouts may exasperate this problem. Information on mental health and support resources can be found on the IATSE C.A.R.E.S. website or through the Behind-the-Scenes Foundation. Trustee Oyaas urged those who may need assistance (or know someone who does) to use the resources provided on these sites.

While the pandemic continues, natural disasters have also hit North America. The Committee noted that the 2020 Atlantic hurricane season was record-breaking. Since the Committee's last report to the Board, eight named storms had emerged. At the end of the season on December 1, 2020 a record thirty named storms had been active and thirteen of these achieved hurricane strengths. A record twelve named storms made landfall in the continental United States. Virtually the entire eastern U.S. coast, including the Gulf of Mexico and Atlantic Ocean, was at some point in the season under a tropical storm watch. Also, at some point in the season, residents from the Ohio River basin to New England were affected by a tropical storm or hurricane system. The Committee highlighted these details to emphasize that hurricanes and tropical storm systems do not only affect coastlines. Inland remnants may bring wind and flooding. The Committee encourages every Local to be aware of these risks and prepared to assist members in their geographical jurisdiction.

IATSE members along the Gulf Coast, especially along the Louisiana coast, experienced the most significant storms. Several storms crossed those shores including Hurricane Laura, a category-four storm. While damage was significant, the Committee noted that fortunately no members were injured. During AFL-CIO disaster response meetings after this event, the Committee discussed plans for members in the New Orleans area to offer food services in Lake Charles, Louisiana to support both our members and other union members in need. With the involvement of Local 478 and support from District 7, after some logistical problems were overcome, an event was later staged. Later in the season, Hurricane Delta crossed the coast in virtually the same territory as Hurricane Laura, again causing damage in the Lake Charles area. Logistics were in order to provide over 300 meals to IA members plus members of other unions and first responders. Trustee Oyaas commended Sisters Dawn Arevalo and Simonette Berry for their involvement in this event, which supported members in need, offered solidarity with other unions, and extended community outreach.

Planning for this event occurred prior to the District

7 virtual convention in September 2020, and given the challenges that had been discovered, a series of resolutions were introduced and passed by delegates establishing a District 7 disaster response fund. Funding may now be used to support members of Locals in future disaster locations, with significant funding set aside to facilitate needs immediately after an event. The delegates recognized the importance of this preparedness since the territory of District 7 attracts a significant number of tropical storms and hurricanes. Trustee Oyaas advised that designating funds for relief in this way may offer a model for other Locals or Districts that are particularly prone to similar events.

The Committee was also actively involved with responses to wildfires in the Pacific Northwest and Northern California. The Committee envisioned aiding Locals in the affected areas by offering information about available resources directly to the members in those areas. Through collaboration with the Communications Department, the Committee has identified this as a key step in responding to natural crises. Following creation of the IATSE C.A.R.E.S. program, it became clear the Communications Department's tools, including email and text messaging services would offer the Committee the ability to conduct needs assessments and distribute urgent information during natural disasters and emergencies. These tactics can be quickly and easily applied to unexpected developments like the COVID-19 pandemic and more regular disasters, such as hurricanes or wildfires. The Communications Department's existing systems can be used to locate members based on geography in an affected area, reach them through text messages, and provide information. While the Committee continues to refine these efforts, it encourages members to update their contact information in order to be reached in connection with future correspondences. This procedure may be used effectively by also distributing advance information to Local leadership. Again, Trustee Oyaas reiterated that members are encouraged to provide up-to-date contact information to increase the effectiveness of this form of messaging. He further encouraged Local leaders to urge their members to do so through the International website or by text messaging "IATSE" to 21333 on a mobile device.

As the Committee previously reported, it has identified earthquake events in Puerto Rico and Southern California. While the Committee monitored those events, it did not recognize immediate needs necessitating further responses in those areas. The Committee also became aware of a volcanic eruption in Hawaii and contacted Local

665 in order to coordinate with the Local on any possible response. To date, the Committee has not deployed direct messaging surrounding this event because the Local and public authorities have remained in near constant contact with members in the affected area.

In its last report to the Board, the Committee described Local 8's efforts to illustrate the capabilities of IA members on field hospital installations for COVID-19 treatment. It was noted that a potential need for these facilities may still exist and there may be a coming need for COVID-19 vaccination sites. President Loeb has contacted Locals advising of the opportunity to coordinate with employers and government officials on utilizing venues as vaccination sites. That correspondence included a sample letter to introduce the Local to their elected officials and details the types of services IA members can offer. Trustee Oyaas emphasized that setting up both field hospitals and vaccination sites falls within the skills of IA members. Individuals in stagecraft and exhibition in particular, who are not working due to shuttered entertainment events, are particularly encouraged to explore these prospects. Locals may find work opportunities in these areas as the pandemic continues.

The Committee has continued to publicize the Walsh/Di Tolla/Spivak Foundation and its available assistance in recovering from natural disasters. Trustee Oyaas thanked the Trustees of the Foundation (President Loeb, General Secretary-Treasurer Wood and Vice President Di Tolla) for their dedication and patience during the past six months regarding the availability of relief related to recent disaster events. The Committee also hopes that in the future, if members or Locals wish to make charitable donations to a worthy cause, they consider the Foundation. This is a charity organization designed to help IATSE members in times of need.

President Loeb recognized that members will continue to experience natural disasters aside from the COVID-19 crisis and preparedness for these events is crucial. The Committee is in place to offer support in appropriate ways and guide members, Locals, and Districts. He reiterated that the IATSE C.A.R.E.S. program remains active and volunteers are available to provide mutual aid assistance. He encouraged members in need to utilize this resource. Organizations like Behind the Scenes, which are well-known to the Alliance, can continue to address mental health needs during taxing and stressful events. He thanked the Committee for refining its programs and noted the Board will continue to support its work. He thanked Trustee Oyaas for the comprehensive report and his dedicated leadership of the Committee.

IATSE DIVERSITY, EQUALITY, & INCLUSION COMMITTEE

IATSE Diversity, Equality & Inclusion (DEI) Committee Co-chairs Kimberly Butler-Gilkeson (Local 764) and Liz Pecos (Local 480) updated the General Executive Board on the work of the Committee.

Land Acknowledgement

Committee Co-chair Kimberly Butler-Gilkeson began by acknowledging that the General Executive Board meeting is occurring virtually, and viewed across the United States of America, its territories and Canada, on the traditional lands and territories of Indigenous peoples who have stewarded the lands throughout generations past and present. Co-chair Butler-Gilkeson acknowledged and gave thanks to the original inhabitants spanning across the 630 First Nations communities, 53 Inuit communities and Métis Aboriginal communities of Canada, the 574 federally recognized American Indian tribes and 245 non-federally or state recognized tribes of the United States, including the Kanaka Maoli of Hawaii, and the Indigenous people across U.S. Territories including Samoans, Chamorros, Taino, and Indo-Caribbean. Meeting attendees were encouraged to honor these ancestral grounds and pay respect to those who are the original occupants of the vast and beautiful landscapes.

DEI Committee Activities

2020 will be long remembered as one of the most tumultuous and challenging years in history, full of unprecedented moments. As IATSE members, their loved ones and acquaintances braced against the unknown amidst growing concerns of a global pandemic coupled with the abrupt and total shutdown of the arts and entertainment industry, many long existing conflicts rose to the surface and hit a boiling point. The viral and disturbing images of the brutal killing of George Floyd by a Minneapolis police officer thrust a horrified United States into protest and propelled the Black Lives Matter movement to international prominence. Hundreds of thousands marched in protest against racially motivated violence and police brutality. Many organizations and companies took a stand in solidarity and support for the Black Lives Matter movement. On June 29, the IATSE International General Executive Board issued a statement titled “The Ground We Stand On”:

“We acknowledge that we have not always lived up to our own values and ideals of unionism, through our action, inaction, apathy, and at times ambivalence. For too long, we have turned a blind eye to the need for our workspaces to represent all members of our society, and

for all workers to have an equal opportunity to enter the entertainment industry...We can do better. We must do better. We will do better...Upending systemic racism in the arts and entertainment industry will demand humility, ownership, accountability, and a lot of hard work. It's going to take our entire community coming together to create real, lasting, change.”

The Board kept true to their word and in an effort to increase diversity and inclusion within our union and community, President Loeb reconstituted the International's Diversity, Equity and Inclusion Committee in September. The Diversity Committee was formed by Convention Action in 2005. The DEI Committee is comprised of members from across the United States and Canada who were recommended to the DEI Committee based on their prior activism, leadership within their home locals' and commitment. Special care was taken to ensure invitees to the Committee represented a cross section of the IATSE. On September 29th, the committee convened for the first time.

Members of the International Diversity, Equity and Inclusion Committee are:

Daniel Ambrose, Jr. - Local 39

Sheridan Braxton - Local 52

Don'Shea Brown - Local 748

Toni Burns - Local B-27

Kimberly Butler-Gilkeson - Local 764

David Calhoun – Local 18032 ATPAM

Brittney Chapman - Local 705

Patrice Davidson - USA 829

Dejon Ellis, Jr. - Local 80

Carla Farmer - Local 706

Patrick Gapusan - Local 115

Jonquil Garrick-Reynolds - Local 471

Jessica Gavin - Local 834

Deirdra Govan - Local 892 & USA 829

Megan Greene - IATSE

C. Faye Harper – International Vice President; Local 834

Edward Hohman - Local 487

Nancy Luna - Local 835
Lorenzo Mack - Local 322
Julia Miller - Local 44
Donald Morgan - Local 600
Liz Pecos - Local 480
Bryant Preston - Local 7
Ken Rapiere - Local 110 & B-46
Jeremy Salter – IATSE Canada
Tuia’ana Scanlan - Local 665
Robert Score - Local One
Derek St. Pierre - Local 489
Siobhan Vipond – Canadian Labour Council Delegate;
Local 210

In October, the DEI Committee held elections for an Executive Committee with the following results:

Co-Chairs

Kimberly Butler-Gilkeson
Liz Pecos

Secretary

Julia Miller

Members-at-Large

Tuia’ana Scanlan
Dejon Ellis, Jr.
Jonquil Garrick-Reynolds
Deirdra Govan
Derek St. Pierre
Jessica Gavin

In December, the Committee accepted a nomination for Brother Edward Hohman to become the next Secretary after Sister Julia Miller resigned. The DEI Committee meets biweekly and has established a framework to move forward with measurable action towards creating a diverse, equitable, inclusive and anti-racist worker organization. The Committee has partnered with Right

Sized Media to spearhead these efforts. Right Sized Media is a Diversity, Equity and Inclusion consulting firm that works within media and entertainment to make the creative process more inclusive. Through the guidance and leadership of the professionals at Right Size Media, the DEI Committee members have been engaged in productive steps over the past several months to create an outline of comprehensive and prioritized proposals and action items for consideration for the General Executive Board.

Committee Co-Chair Liz Pecos reported that members of the Committee have shown a deep level of commitment and dedication to their work from the outset, often spending hours on Zoom meetings in ancillary working group meetings with Right Size Media, the Executive Committee, or otherwise as the Committee built its working structure. Right Size Media guided the Committee through a Phased approach to first identify three major areas of focus.

During Phase 1, Committee members discussed and submitted ideas and then voted on the final categories in October. At the conclusion of Phase 1, the Committee decided on three banner areas to focus its proposals: “Learning and Development,” “Leadership Training,” and “Who We Are” also known as “Visibility Matters”. During Phase 2, the Committee worked to develop specific action item proposals under each category. Over several weeks, members discussed and debated submissions until the Committee reached a comprehensive and prioritized “roadmap” of proposals under each category heading. The list was presented to President Loeb and the General Executive Board, and the Committee hopes this will become the building blocks of its agenda to initiate the change in culture of the arts community and create a lasting framework for all IATSE members.

For the “Learning & Development” category, the Committee proposes outreach to underrepresented individuals and communities on pathways to membership to foster growth in the IATSE and access for underrepresented individuals to training. The Committee recommends the development of training and accessibility in curriculum covering diversity, equity, anti-oppression, anti-racism, and anti-sexism topics. Internal organizing and development of training on basics of union structure, purpose and functionality will be key. It is also recommended that the IATSE Roadshow and IATSE pamphlet be revised to be inclusive of diversity and inclusion topics. It is the Committee’s hope to see the development of a webpage dedicated to DEI resources made available to all members and the translation of the glossary of commonly used terms into Spanish, French, and American Sign Language.

Under “Leadership Training,” the Committee proposes the inclusion of bias and diversity training for all International officers and staff. It recommends that courses in implicit bias, diversity and inclusion be offered as part of the IATSE Officer Institute curriculum. These courses should also be offered at the GEB meetings and District Conventions. Additionally, the Committee proposes that training modules on privilege, implicit bias, microaggressions, anti-racism, anti-sexism, etc. are developed and made available to Locals and members.

For its third and final category, titled “Who We Are” and also known as “Visibility Matters,” the Committee suggested the revision of the IATSE Equality Statement to use more inclusive and equitable language. The Committee also proposes the creation of a non-discrimination and anti-racist union policy. To discover “Who We Are”, the Committee recommends the development of membership and leadership surveys that will capture broad demographic and identity-based data. The Committee proposes a public relations and advertising campaign featuring the IATSE’s black, Indigenous, and people of color (BIPOC) and Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, and Asexual/Ally (LGBTQIA+) workers and leaders and a “Visibility Matters” campaign to bring attention to the evolving membership demographics of the IATSE. In efforts to increase visibility, the Committee also hopes to see a portion of the IA Bulletin dedicated to celebrating BIPOC and LGBTQIA+ members and recommends a page on the IA website that can highlight members of the DEI committee and contain a digital photo album of notable underrepresented members. Co-Chair Pecos acknowledged that this robust goal list may take time to fully accomplish and shared the Committee’s eagerness to begin work on initiating the proposals included in the recommendations.

The Committee felt it was important to note that it is aware of the statement released by the BIPOC-led theater collective “We See You White American Theater” (WSY) in July. WSY is a collective of artists, students, managers and executives formed to address the scope and pervasiveness of anti-Blackness and racism in the American theater. In their statement, WSY called forth labor unions, including IATSE, for an immediate increase in visibility and BIPOC staffing and artists across all levels and positions, especially in decision-making roles, as well as the implementation of anti-racist policies. The Diversity, Equity and Inclusion Committee recognizes the importance of acknowledging the WSY statement and the ever-growing movement of entertainment workers who demand and deserve true equity in the industry. Several of the Committee’s proposals include actionable items related to those outlined in the WSY statement.

The nation and industry are going through an immense moment of cultural change. Co-Chair Pecos expressed pride in being able to examine opportunities for growth and representation. This work would not be possible without the incredible support, collaboration, engagement and guidance of President Loeb, Vice President Harper, observers and advisors and the many International Departments. The Committee looks forward to working closely with the Education & Training Department, Communications Department, Pride and Women’s Committees, and the General Executive Board. Co-chair Pecos expressed her pride in the work done thus far and looks forward to the next steps.

President Loeb thanked the Committee for its report, noting that they should be proud of the incredible amount of work they have already done. The Committee’s robust work has created a roadmap for its work going forward. President Loeb forcefully declared that all people must be treated with dignity and compassion. The IATSE can do better in this area and must recognize that diversity makes the Union stronger. The Committee’s work and commitment to date has been exemplary. And, while the Committee is clearly committed, the General Executive Board and all IATSE members must also be committed to these efforts. Through this work and these conversations, the IATSE will become a better organization.

President Loeb specifically thanked Vice President C. Faye Harper for the tremendous insight she has provided to the Committee in its infancy. He thanked the members of the Committee, who are all volunteering their time in this effort. He then recognized the efforts of Co-Chairs Butler-Gilkeson and Pecos, who took the reins and guided a large committee through an open and democratic process. That process resulted in an impressive list of recommendations to the General Executive Board in a short period of time. President Loeb reported that the General Executive Board reviewed and discussed the recommendations and was prepared to offer the Committee the resources and support necessary for implementation.

A motion to endorse the Committee’s recommendations was made, seconded, and unanimously approved by the General Executive Board.

IATSE PRIDE COMMITTEE

IATSE Canadian Office Operations Manager and Chair of the IATSE Pride Committee Nate Richmond provided the General Executive Board with an update on the IATSE Pride Committee’s activities since its last report at the 2020 Mid-Summer General Executive Board meetings.

The Committee has continued to hold regular virtual town hall meetings on various topics of interest to LGBTQ+ community and Committee members. The virtual town hall entitled “How to be an Ally” canvassed ways individuals can be supportive of their LGBTQ+ kin and included access to a guide that is available on the IATSE Pride website (www.iatsepride.net). The virtual town hall entitled “Beyond the L and the G” included a panel discussion with IATSE members representing other parts of the rainbow beyond lesbian and gay in an effort to highlight the Committee’s openness and support of the diversity within the LGBTQ+ community. A glossary of terms was made available as part of this town hall which again is available on the IATSE Pride website. Another virtual town hall focused specifically on LGBTQ+ health issues and coverages available to members in Canada and the United States and included presentations by representatives from the Motion Picture Industry Pension and Health Plans, the National Benefit Fund, Canada Life, and the IATSE Canada Health Plan. The Committee’s virtual town halls for the year were rounded out with a session focused on navigating the holiday season and included Canadian and American representatives from Parents and Friends of Lesbians and Gays (PFLAG) and once again included resources made available on the IATSE Pride website.

Committee Chair Richmond reported that he was invited to speak at the UNI Americas virtual youth conference in December 2020 on ways that unions can support their LGBTQ+ members. He was then subsequently invited to give the same talk by UNI Global as part of its virtual launch of its UNI LGBTI network as well.

Committee Chair Richmond concluded his report by once again expressing thanks to IATSE, and in particular President Loeb, for the unwavering support of the IATSE Pride Committee’s efforts to cultivate an awareness and understanding of issues faced by LGBTQ+ members as well as the acceptance and inclusion of all IATSE LGBTQ+ kin members.

President Loeb thanked Committee Chair Richmond for his report. The Committee, under Chair Richmond’s leadership, has offered valuable resources and benefits to the IATSE’s LGBTQ+ kin members. President Loeb said he appreciates that the Committee is developing and implementing practical and meaningful ways to help IATSE members. The fact that the IATSE is being thought of as an important voice in this area is crucial and key. The IATSE is dedicated to supporting all members and ensuring that all members are treated with dignity and respect.

IATSE WOMEN’S COMMITTEE

2020 Political Program

Vice President Joanne Sanders updated the General Executive Board on the activities of the Women’s Committee since the Board’s July meeting. As reported last summer, the Women’s Committee focus during 2020 was to raise awareness of the Suffrage Movement and, in doing so, build momentum for the United States General Elections in November. The Committee hosted a virtual meeting of more than 100 women from across the U.S. via Zoom on September 16, 2020. The principal officers presented an historical perspective of the Women’s Committee activities since its inception in 2015 and unveiled the 2020 Political Program.

The Program was designed so that everyone could be involved. The Women’s Committee was actively involved in outreach to ensure that everyone had the opportunity to register to vote and further, to safely cast a ballot in whatever form was available to them. The Committee collaborated with the Coalition of Labor Union Women, When We All Vote, The League of Women Voters, and other like-minded organizations to educate voters on the issues most affecting unions, their members and working families everywhere. The Committee’s political plan mirrored the International’s with added emphasis on mobilizing women to vote their economic and workplace issues.

A packet was distributed to the 100 women who participated in the September 16th meeting. It included resources on voter registration by state, links to online registration, guidelines on developing a Voter Registration Campaign, tips for phone and text banking, IATSE Political Department Handouts, and tips on how to carry out all activities virtually, if necessary. District Coordinators collaborated with District Secretaries and Local union political coordinators to disseminate information. Once deadlines for registration passed, the group moved on to develop a Get Out the Vote (GOTV) program.

A postcard was designed and became the focal point of the GOTV Campaign. Coordinators distributed nearly 10,000 post cards to Local Women’s Committees and union members. Once distributed, the groups scheduled postcard signing parties virtually and in person, helping to build solidarity among women members. Individuals wrote personal messages about why they vote and urged all women to vote their interests. Although there is no metric on the impact of the program, it is fair to say that the outcome of the election reflects their efforts.

On an International level, the Women's Committee has been participating in Union Network International (UNI) GLOBAL and the Media Entertainment Industry committee work of UNI GLOBAL. Vice President Sanders presented at two UNI meetings in the last year. In August, she presented to the UNI Global Women's Committee on the growth and role of women in the IATSE. In December, she provided a video report to the UNI Americas Region on the current status of the #MeToo movement.

The Women's Committee has been working to grow local union committees throughout the last five years. At this writing, at least fifty-four local union Women's Committees have been established. In addition to developing their own programs, each of these groups successfully implemented the activities undertaken by the International's Committee.

The Local committees that currently exist adopt activities based on the needs of their members and their communities. Thus far, projects have included: sponsoring attendance at Union Women's Summer Schools; establishing child-care onsite for meetings; supporting attendance at the annual DC Women's March and local marches; researching and developing Parental Benefit plans; sponsoring drives for the homeless collecting backpacks and purses filled with toiletries, socks and water; and in some cases, amending their constitutions to give status to Women's Committees as Standing Committees.

Local 720 spearheaded an engaging visual example of activism. As part of the Summer of Suffrage, the Local's Women's Committee held an event on August 26, 2020 called "Lighting the Path to Equality". Prior to the event, the group distributed white, illuminated umbrellas that each individual could decorate to their taste. These were to symbolize the Suffrage movement, Women's Equality Day, and Equal Rights for All. On the evening of August 26th, the Committee marched throughout downtown Las Vegas spreading the message of equality. Pictures of the event are found at Cue the Vote on Facebook – the visual is impressive.

As each of these Local committees adopts or develops programs, they share that information through the District Coordinators, empowering others to customize the plans for their Local. This certainly answers the call to activism and community engagement.

There is no denying that in the Labor Movement, swag matters. To that end, the Committee collaborated with President Loeb and General Secretary-Wood to add items to the online store that provide women with choices beyond t-shirts. The scarf design and socks were a big hit

at the 2020 Winter GEB in Dallas. The Committee hopes to debut a hoodie for women. Simple as this sounds, it is another example of the importance of inclusion. When providing members with swag with which they identify, we strengthen our solidarity.

Those working together on this Committee get more out of it than they put in. Watching women from across the country as they gain the confidence required to move up in their workplace and to become active members in their Locals is truly gratifying. The impact of the committee and the solidarity it brings helps to unleash the unlimited potential of the women who help to make this International the vibrant, active, diverse Union that it is growing to be. #IATSEWomenUP

President Loeb stated that he could not be more pleased with the progress and activities of the Women's Committee and those of the Locals. He noted that the International's Committee under the stewardship of Vice President Sanders and the IAWC Executive Committee has assembled a powerful, effective network. He congratulated Vice President Sanders on her election as National Secretary of the CLUW observing that post further raises the International's profile as a credible messenger in the area of advancement of women's rights.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice President and Motion Picture and TV Department Director Michael F. Miller, Jr. reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

When the pandemic hit the Motion Picture and Television industry in March, the Labor Directors of the Motion Picture plans, chaired by Vice President Thom Davis, recognized that there was going to be significant risk to IA members losing their healthcare due to the lack of work opportunities. The MPI eligibility is granted in six-month increments based upon hours worked. In addition, members may bank hours to be used towards qualifying if their work hours in the previous period fall short of the necessary 400.

There have been numerous of MPIPHP participants diagnosed with COVID-19. Through November, MPI had over 1,800 known COVID cases based on claims data. This data has a significant lag and does not include Kaiser or Healthnet. This number is projected to increase significantly once the final claims' data for the year has been processed. Additionally, this only includes those that sought care from a doctor or hospital.

Vice President Miller previously reported to the Board the Health Plan changes that were implemented to assist IA members. Through the November qualifying period, over 5,500 MPI Health Plan participants with less than the required number of hours have been granted or offered extensions to their health care due to the exigent circumstances related to the COVID crisis. To assist IATSE members with the economic impact, the Directors also waived premium payments for participants through the end of 2020. Other Plan changes that have been previously reported were also implemented to guide MPI participants through this crisis. As the year-end financial analysis is still being determined, one thing is clear—tens of millions of dollars have been spent by the Plans to address COVID-related issues for the participants.

Contributed hours for 2020 are at 78.5 million for 2020 or about 28% below 2019 and 14 million under the bargaining parties' assumption of 92.5 million.

Residuals into the Plans for 2020 are significantly above 2019 at \$496 million. This increase is entirely attributed to the increase in supplemental markets payments from New Media. There have been declines in traditional supplemental markets and Post 60's in each year of the term of this current collective bargaining agreement. The New Media residuals' portion of Supplemental Markets has increased from \$137 million in 2018 to \$216 million in 2020.

The Plan professionals expect a negative impact in 2021 due to the delayed theatrical release of films that were originally slated to be exhibited in theaters in 2020, which would normally result in residuals flowing into the Plans several months after release. Due to New Media residuals negotiated into the Plans in the last several contract cycles, these contributions will flow into the Plans for both delayed theatrical releases as well as those released either concurrently or exclusively to streaming services. However, these contributions will likely be delayed due to the chaotic release schedule.

The Motion Picture Industry Pension and Health Plans had in excess of twenty months of reserves at the beginning of 2020 and that provided an ample safety net to the Plan participants which allowed for all of the previously referenced COVID assistance.

The minimum reserve level was met in the fall of 2020 to provide for 13th and 14th checks to pre-2009 retirees and it is anticipated that at the end of the first quarter of 2021, the actuaries will certify that reserves in excess of the amount necessary to trigger the 10% pension increase to be applied retroactively to 2017. As of October

31, 2021, the MPI anticipates that approximately fifteen months of reserves will remain in the active health plan as of December 31, 2020 and nine months in the retiree plan. However, the numbers will be adjusted downward once the 2020 actual experience is applied, rather than the projections.

The economic health of the MPIP and its ability to not only weather this crisis but also extend eligibility to those who would have otherwise lost it is a testament to the governance of the Board of Directors, and the effective negotiation of the contract, which put the Plans on firm economic footing.

The pandemic has had a significant impact on the finances of the MPIP, the final tally of which will not be known until the pandemic is over and the costs of care, additional eligibility, benefits changes, and healthcare utilization can all be calculated. A more comprehensive report regarding the actual impact of the pandemic on healthcare costs will be provided at the next Board meeting. While COVID-19 requires a high level of hospitalization and that is extraordinarily expensive, overall healthcare utilization was down substantially in 2020 due to various stay at home orders, shutdowns and delays in non-essential, elective treatment.

The 2020 year-end numbers are not yet available but as of October 31, the combined value of Plan assets is approximately \$10 billion. The Pension Plan held \$4 billion in assets, followed by the Individual Account Plan with \$4.9 billion. The Active and Retiree Health Plans held \$980 million and \$84 million, respectively. The MPI Pension investment returns for 2020 are anticipated to be 6.1%.

The IAP will see an estimated return of 6% for 2020. The overall amount invested in the IAP has been reduced by over \$117 million because of the COVID-19 hardship withdrawal program that was implemented by the Directors. Approximately 8,000 participants utilized this program with an average draw of about \$14,000 per person.

There were 55,595 active participants in the Health Plan as of October 31, 2020, which is 582 more people than December 31, 2019. The increase in active participants was caused by individuals becoming eligible for healthcare prior to the pandemic. But more importantly, the Directors were able to keep thousands of participants covered in the health plan through the pandemic. Health care today is one of the most important benefits and ensuring that IATSE members can maintain theirs through this pandemic has been a

priority for the Labor Directors of the MPIPHP. Vice President Miller acknowledged Vice President Davis for his efforts as Labor Chair of the MPIPHP and Local 695 Business Representative Scott Bernard, who serves as the Labor Chair of the Benefits Committee, for their efforts to address issues caused by the pandemic.

As the pandemic continues to affect the production and distribution of motion pictures, continued diligence will be required to guide the plans through these difficult times. There is no question that the negative impact to the plans will be significant, however, the plans are well positioned due to the previous planning and strategic negotiating. The Labor Directors and the affected Locals are unified in their commitment to protect the benefits through the next cycle of negotiations.

President Loeb thanked Vice President Miller for his report. President Loeb noted the importance of the work done to bridge the gap for health coverage and address premiums. The contributions from the Post 60's was down, but an increase in the New Media Supplemental Markets contributions made up for the Post 60's decline. The up-coming negotiations will take place against very different economic backdrop which may be seen as an opportunity to take advantage of workers. The International will protect its hard-fought and hard won agreements, the provisions of which have proved buoys against this COVID-19 pandemic.

Finally, President Loeb extended his appreciation to the Labor Directors, observing that they are extremely responsible and have worked diligently during this difficult time to address the myriad issues presented by the pandemic.

IATSE NATIONAL BENEFIT FUNDS

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

As of January 4, 2021, the Fund Office remained closed for in-person work. All employees, with the exception of mailroom employees, continue to work remotely. All calls, emails and website contacts are being answered as quickly as possible. All functions continue and participants should not detect any interruptions in service. However, the fastest way to reach staff continues to be through email and through the website at www.iatsenbf.org.

As a result of the pandemic and the resulting reduction in work opportunities in our various industries there was a reduction of 43.5% in employer contribution receipts for 2020 compared with 2019. With the recovery in the motion picture industry in the last half of the year, the Funds began to see substantial increases in contributions from what had been the case for most of 2020. Prior to that contributions were down over 80% for many months.

Net assets of the Funds as of December 31, 2020 were \$1.3 billion which is an increase of 3.08% from a year earlier. This was primarily the result of positive investment returns.

In recognition of the impact that the lack of work is having and therefore the lack of contributions in participant accounts, the Trustees continue to take a number of significant actions.

Annuity Fund Participants

The Fund continues to allow COVID-19 hardship withdrawals in accordance with the Coronavirus Aid, Relief, and Economic Security (CARES) Act.

Health Plan A Participants

All participants have been credited with ten days of work per month since March 2020. Most recently, the Trustees approved continuing this crediting for the months January to March 2021. Credit is available to anyone active in Plan A in March 2020 or who became active through July 2020 and who had a contribution to the Plan in 2020.

Health Plan C Participants

The Trustees have granted relief every quarter since April 2020. At the most recent meeting in early January, relief for the April 2021 quarter was approved. All participants in C2, C3 and C4 will be credited the amount needed as a copayment to remain in their current coverage selection. For those in C1 they will be credited an amount equal to the amount needed to copay for C2 single or family coverage corresponding to their current enrollment.

Pension Plan

The Fund will review any participant who had four consecutive years of breaks-in-service prior to 2020 and who incur a break-in-service in 2020 due to the pandemic. Provided these individuals return to work in 2021, their accounts will not suffer a permanent break in 2020 caused by the lack of work.

President Loeb noted that due to proper management of the plans, plus the reserves, the Trustees have been able to offer relief, and keep the members covered during this unprecedented time. President Loeb thanked all the Trustees who made the continuation of the benefits possible.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 4:38 p.m. on January 27, 2021.

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

**ZOOM WEBINAR
JANUARY 26, 2021**

Since the last meeting of the Defense Fund Committee in New York, NY on July 28, 2020 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 3, Pittsburgh, PA, Article Fourteen,
Section 8(d) – Legal \$3,549.20

Local No. 12, Columbus, OH, Article Fourteen,
Section 8(d) – Legal 10,308.20

Local No. 13, Minneapolis, MN, Article Fourteen,
Section 8(d) – Legal 4,444.00

Local No. 15, Seattle, WA, Article Fourteen,
Section 8(d) – Legal 22,262.00

Local No. 18, Milwaukee, WI, Article Fourteen,
Section 8(d) – Legal 18,103.43

Local No. 22, Washington, DC, Article Fourteen,
Section 8(d) – Legal 7,906.25

Local No. 26, Grand Rapids, MI, Article Fourteen,
Section 8(d) – Legal 600.00

Local No. 74, New Haven, CT, Article Fourteen,
Section 8(d) – Legal 34,937.00

Local No. 118, Vancouver, BC, Article Fourteen,
Section 8(d) – Legal 18,246.44

Local No. 122, San Diego, CA, Article Fourteen,
Section 8(d) – Legal 7,350.00

Local No. 411, Mississauga, ON, Article Fourteen,
Section 8(d) – Legal 21, 066.09

Local No. 611, Santa Cruz, CA, Article Fourteen,
Section 8(d) – Legal 16,325.00

Local No. 675, Eugene, OR, Article Fourteen,
Section 8(d) – Legal 2,183.00

Local No. 798, New York, NY, Article Fourteen,
Section 8(d) – Legal 8,593.75

Local No. 848, Sydney, NS, Article Fourteen,
Section 8(d) – Legal 19,686.16

Local No. 868, Washington, DC, Article Fourteen,
Section 8(d) – Legal 36,810.32

Local No. B-173, Toronto, ON, Article Fourteen,
Section 8(d) – Legal 6,954.20

SUB TOTAL \$ 239,325.04

INTERNATIONAL

IATSE – Article Fourteen, Section 8(c) and (d) -
Animators Union, Chart. of New Locals, Comm’n/
Campaign Servs. Sinclair; Gallery Gachet Soc’y, Int’l
Audio Visual Servs., Maraudage Org., Nat’l Hot Rod
Ass’n – Legal 103,268.62

IATSE – Article Fourteen, Section 8(d) –
Legal –AQTIS..... 38,413.11

IATSE – Article Fourteen, Section 8(c) – Legal –
Basic Agreement.....90.00

IATSE – Article Fourteen, Section 8(c) – Legal –
Miscellaneous..... 12,282.28

SUB TOTAL..... \$154,054.01

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 .. 7,956.00

Article Fourteen, Section 8(f) –
Misc. Training/Instructors 39,483.66

SUB TOTAL..... \$ 47,439.66

GRAND TOTAL \$500,818.71

Respectfully submitted by:

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

