

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 3

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING

**HELD AT THE WESTIN JERSEY CITY
NEWPORT, JERSEY CITY, NEW JERSEY
JULY 20-23, 2021**

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 11:00 a.m. on Tuesday, July 20, 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 in person or virtually included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas ; CLC Delegate Siobhan Vipond; Director of Communications Jonas Loeb; CoDirectors 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, Justin Conway, Dan'l Cook, 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, Monty Montgomery, 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; 3, Pittsburgh, PA; 4, Brooklyn and Queens; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 10, Buffalo, 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-AmsterdamTroy, NY; 15, Seattle-Everett-OlympiaTacoma-Bremerton-Bellingham-Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-StanwoodMarysville-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; 24, Toledo-Lima-Marion-Bowling-Green-Tiffin-Findlay, OH; 26, Grand Rapids-MuskegonBattle Creek-Kalamazoo-Holland-St. Joseph, MI; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-MT. Clemens-Port Huron, MI; 42, OmahaFremont, NE/Council Bluffs-Sioux City, IA; 44, Hollywood, CA; 48, Akron-Canton-Massilon-Alliance-Mansfield, OH; 51, HoustonGalveston, TX; 52, States of New York/ New Jersey/Connecticut/Northern DE/ Greater PA; 53, Springfield-Pittsfield, MA; 56, Montreal, QC; 58, Toronto, ON; 63, Winnipeg, MB; 74, Southern Connecticut; 85,

Davenport, IA/Moline-Rock Island, IL; 87, Richmond-Petersburg-Charlottesville-Emporia, VAA; 97, Reading, PA; 105, London, ON; 110, Chicago, IL; 113, Erie, PA; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 121, Niagara Falls-Buffalo, NY; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 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; 204, Little Rock, AR; 205, Austin, TX; 210, Edmonton, AB; 212, Calgary, AB; 220, Sioux Falls/ Mitchell/Huron, SD; 251, Madison-Columbia-Sauk County, WI; 283, Hanover-Gettysburg-York County-Lancaster County, PA; 295, Regina-Moose Jaw, SK; 300, Saskatoon, SK, 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 329, Scranton-Pittston, PA; 354, Tulsa-Ponca City, OK; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 412, Bradenton-Sarasota, FL; 415, Tucson, AZ; 417, Durham-Chapel Hill-Raleigh, NC; 442, Santa Barbara County-Ventura County-San Luis Obispo County, CA; 474, Rome-Oneida-Utica, NY; 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; 490, State of Minnesota; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 574, Greensboro-Burlington-High Point, NC; 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; 635, Winston-Salem-Lexington-Thomasville, NC; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 680, Halifax-Dartmouth, Nova Scotia/Saint John-Moncton-Fredericton, NB; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 719, Denver, CO; 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; 775, Boston-Plymouth-Cape Cod, MA; 777, Milwaukee, WI; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 793, Pacific Northwest; 795, San Diego, CA; 796, State of Texas; 798, New York, NY; 799, Philadelphia, Pa/Camden, NJ; 800, Los Angeles, CA; 803, Dallas-Fort Worth, TX; 810, Kansas City, MO; 822, Toronto, ON; 834, Atlanta, GA;

835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 858, Rochester, NY; 859, Atlanta, GA; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 874, Sacramento, CA; 883, Cleveland, OH; 884, Hollywood, CA; 886, Dayton, OH; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 893, Indianapolis-Bloomington, IN; 896, Houston, TX; 906, Charlottetown, PE; 917, Atlantic City, NJ; 923, Anaheim, CA; 927, Atlanta, GA; 18032, New York, NY; USA829, United States; ADC659, Canada; B2, St. Louis, Mo; B4, Boston, MA; B20, Portland, OR; B29, Philadelphia, PA; and B192, Hollywood, CA.

REPORT OF THE GENERAL SECRETARY-TREASURER

69th Quadrennial Convention

For the first time in the 128-year history of the Alliance a Convention will be held on a virtual platform. The normal five-day convention will be compressed into a three-day format from July 27-29, 2021.

As many Convention traditions and formats as can be achieved are being followed and the Constitutional business of the Convention will be adhered to.

Every Committee and Caucus meeting that took place in 2017 will be replicated in 2021 as well as some additional ones that were formed over the past four year. The complete Convention schedule can be found at www.iaatseconvention.com. That website currently is an updated version of the 2017 Convention website, contains useful information, and will transition to the Virtual Convention website during the week of the summer meeting of the Board. In a PowerPoint presentation, General Secretary-Treasurer Wood led the Board and all attendees through the website.

Financial Review

The accountants have completed final audited financial statements for the year ending April 30, 2021. This statement will appear along with the audited statements for 2018, 2019 and 2020 in the Report of the General Secretary-Treasurer that is being provided to the Convention. This report will be in the documents section of the Convention website. It has been reviewed by the Board of Trustees and its contents will be discussed by the Audit and Finance Committee and ultimately the Convention delegates.

For the first time since General Secretary-Treasurer Wood has been providing reports to a Convention, including 2005, 2009, 2013 and 2017, a

decrease in net assets in the General Fund over a four-year period is being reported. However, the \$768,726 decrease in General Fund net assets occurred during an unparalleled crisis period in the history of the Alliance where the General Executive Board approved a \$2.5 million contribution to charities to assist members and waived \$13.0 million in per capita to assist local unions and their members. Given the amount of relief provided, it is nothing short of impressive that the International's financials held up so strongly. The General Fund still had net assets at year-end in the amount of \$36,472,957. The net assets in the Convention Fund and Defense Fund at year-end were \$7,739,708 and \$15,153,239 respectively.

The International applied for and was granted monies from both the Paycheck Protection Program in the United States and the Emergency Wage Subsidy program in Canada. These monies assisted with the ability of the International to continue to assist local unions with per capita waivers, the intended purposes for those government assistance programs.

All in all, the results of sound financial planning from previous years combined with a conservative investment strategy allowed the International to enter the pandemic in a strong financial position. The International was able to support the Locals and members and emerge from this crisis with a solid financial base still in place.

President Loeb thanked General Secretary-Treasurer Wood for his report and his stewardship of the International's finances. President Loeb noted the help and resources offered to the Locals during this trying time. He discussed the successful organization of the 2021 Convention during a global pandemic.

A motion to adopt the Report of the General Secretary-Treasurer was moved, and passed by unanimous consent 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 October 1, 2020 through April 30, 2021 to the General Executive Board. Trustee Cota reported that the Trustees met in the General Office in New York City from June 8, 2021 through June 10, 2021 had reviewed the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their work.

APPEAL: CAROLYN GERSHENSON V. MATTHEW ROPER, LOCAL 52, NEW YORK/NEW JERSEY/CONNECTICUT/NORTHERN DELAWARE/GREATER PENNSYLVANIA

The General Executive Board considered Carolyn Gershenson's April 12, 2021 appeal of International Representative Jamie Fry's decision dated March 29, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Gershenson's appeal and resolved to communicate this decision to Gershenson in writing in accordance with the advice of legal counsel. President Loeb and Vice President Ford abstained from participating in any debate and/or vote in relation to this appeal.

APPEAL: ROBERT OYLER V. IATSE LOCAL 30, INDIANAPOLIS, IN

The General Executive Board considered Robert Oyler's July 7, 2021 appeal of President Loeb's decision dated June 18, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Oyler's appeal and resolved to communicate this decision to Oyler 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: PATRICIA KLAWONN V. IATSE LOCAL 800, LOS ANGELES, CA

The General Executive Board considered Patricia Klawonn's May 6, 2021 appeal of President Loeb's decision dated April 23, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Klawonn's appeal and resolved to communicate this decision to Klawonn 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: TANIA KAHLE V. IATSE LOCAL 665, STATE OF HAWAII

The General Executive Board considered Tania Kahle's April 12, 2021 appeal of President Loeb's decision dated March 9, 2021. After reviewing the relevant correspondence, facts and submissions, the

General Executive Board unanimously denied Kahale's appeal and resolved to communicate this decision to Kahale 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:
BENJAMIN SHAFER V. IATSE LOCAL 665,
STATE OF HAWAII**

The General Executive Board considered Benjamin Shafer's May 17, 2021 appeal of President Loeb's decision dated April 23, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Shafer's appeal and resolved to communicate this decision to Shafer 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.

THE METROPOLITAN OPERA

Vice President James J. Claffey, Jr. along with Co-Director for Stagecraft D. Joseph Hartnett, appeared to discuss the successful conclusion to Local One's negotiations at the Metropolitan Opera. During the Board's last meeting in January, Vice President Claffey provided a status report on the Opera's lockout of Local One workers beginning in December.

By way of background, Local One has had a collective bargaining agreement with the Opera for over 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 met with a lockout, even though there was no work as a result of the COVID-19 pandemic.

The Local, with assistance from the International, began a comprehensive contract campaign against the Opera and to support the workers against the Opera's heartless lockout. A highlight of these efforts was a rally on May 13th captioned "We Are the Met", which was spearheaded by President Loeb and Vice President Claffey. The rally was held in front of the Opera and was attended by hundreds of people, including dozens of New York State and City politicians, the President of the New York State AFL-CIO Mario Cilento, President of the New York City Central Labor Council Vincent Alvarez, officers and members from all of the IA Locals at the MetOpera as well as other unions who stood in solidarity with the Local One workers. The gathering received favorable print and television coverage.

Negotiations resumed in earnest in June, with the Local and Opera meeting daily for two consecutive weeks. Talks broke down in mid-June, but they resumed the last week continuing until an agreement was reached on July 2 after a marathon 22-hour, non-stop session.

Vice President Claffey discussed the terms of the contract in detail. He stated that Local One was always aware that a number of unions—including several IA Locals—rely upon the Opera to provide significant employment to their members. He acknowledged that the pandemic had impacted the employer's revenue and the final contract addressed the MetOpera's priorities. In addition, any relief to the employer was narrowly tailored to address the pandemic. The agreement also provided security to Local One's members, including wages, bonuses, and increased work jurisdiction.

Vice President Claffey gave sincere appreciation to the Local's Business Managers Kevin McGarty and Paul Dean, Jr., the Local's negotiations' committee and Counsel Elizabeth Orfan who were stalwart. He also extended gratitude for the support from the General Executive Board, noting that Vice Presidents Barnes, Carlson, and Glynn as well as Local 2 President Frank Taylor traveled to New York to attend the May 7 rally. Vice President Claffey expressed gratitude to the other unions at the Opera house for their support, especially the IA Locals. Finally, he gave heartfelt thanks to President Loeb and the General Executive Board for the financial and other assistance which was critical because the Local at one point over the last sixteen months was more than 94% unemployed. On behalf of Local One, Vice President Claffey expressed his sincere gratitude.

Vice President Carlson added that President Loeb laid the groundwork for the successful outcome of this dispute years ago when he lead with The Pillars of Success. Vice President Carlson specifically noted the tremendous show of support from politicians (pillar of activism) and the activities of the press (pillar of communication). He remarked that this Local One-MetOpera dispute was one of the biggest he had ever seen. He concluded by congratulating the Local for staying the course and finishing strong.

President Loeb remarked that this lockout was a management overreach and not necessary. He commended the Local for its patience, plan, and strategy. He especially noted that Vice President Claffey, and Business Managers McGarty and Dean protected the membership. He reminded the Board that there remain open agreements with other IA Locals at the MetOpera. Thus, until all the Locals have successfully concluded their agreements, there is much more to do. He thanked

Vice President Claffey for the report and commended his resolve and the successful outcome.

IATSE STAGECRAFT DEPARTMENT

The Stagecraft Department has continued to assist local unions in contract negotiations, organizing, training, and activism initiatives throughout the pandemic. The following is a summary of the major activities of Co-Department Director Vice President Barnes and Co-Department Director Hartnett, Vice Presidents Daniel Di Tolla, Craig Carlson, James J. Claffey, Jr., Colleen Glynn; International Representatives Christopher Bateman, Allison Smart, Peter Marley, Stasia Savage, Daniel Little, and Special Representatives David Garretson, Don Martin, Brian Munroe, and Joseph Short. Co-Department Directors Barnes and Hartnett reported the following to the Executive Board.

Retirement of Director Di Tolla

Co-Directors Barnes and Hartnett began by acknowledging the retirement of Department Director Di Tolla commending his lifelong dedication to the IATSE, its membership, and all working people.

National Contracts

Co-Director Hartnett reported that the Department continued to negotiate with various signatory employers regarding expired or extended collective bargaining agreements. This also included COVID-19 safety protocols and other other pandemic related concerns. These employers include The Broadway League, Non-League Touring Companies, Live Nation, Spectra, Feld, ABT, VStar Entertainment, the Barclay's Center and others. Additionally, the Department also negotiated with the various IATSE Locals in New York City for the streaming recordings of Diana, A Christmas Carol, and Come From Away.

The Department also continued to issue Pink Contracts for various industrials and TV/Award show productions. Co-Director Hartnett thanked Pink Contract Administrator Cathy Wiggins, noting her dedication to the members of the Alliance who scrambled to return to their respective homes when tours ceased due to pandemic shutdowns. Besides processing the contracts Administrator Wiggins worked diligently to process and close all touring shows in our system while insuring that the IATSE National Benefit Funds received all contributions for IATSE members before clearing the release of bonds. She also assisted in processing benefit fund transfers for Pink Contract employees to ensure they kept their local union health insurance.

Co-Director Hartnett also noted the efforts of Special Representative Brian Munroe throughout the pandemic. Hartnett explained that Special Representative Munroe played a significant role in facilitating communication with Pink Contract members.

National Employers/Labor Broker Organizing

Co-Director Barnes reported that despite the challenges of a national shutdown of live events, the Department continued to organize and also push towards new agreements with national employers. He noted the various venues and cities that expanded jurisdiction in International or Local agreements. He spoke about the continuing communication between the International and various national employers such as Live Nation, Oak View Group, Spectra, and ASM Global. The open communication further strengthened the IATSE's relationship with these employers and allowed for partnerships with them and other groups in the industry, with whom we had no previous relationship.

Most importantly, Co-Director Barnes reported that the open exchanges led to area standards addenda to the existing agreement between the International and Tri State Stage Labor, ensuring hundreds of live events workers across several iconic Pacific Northwest Venues will be covered by a union contract that provides higher wages, better health and retirement benefits, and safety/certification training. These venues include Angels of the Wind Arena, ShoWare, White River Amphitheater, The Gorge, the Tacoma Dome, Lumen Field (Seahawks), and T-Mobile Park (Seattle Mariners).

Tri State Stage Labor was awarded the work when Live Nation replaced Rhino Staging as the contractor. For context, Rhino Staging is the same company that refused to come to the bargaining table in 2018, even months after workers in Washington and Oregon voted to form a union and be represented by the IATSE. In addition, the IATSE filled multiple unfair labor practice charges with the National Labor Relations Board for the failure to negotiate. The union won back wages for wrongfully terminated riggers getting approximately \$200,000 in backpay for the workers.

PollStar

Co-Director Barnes reported for Special Representative Garetson regarding the Pollstar Conference.

Pollstar has been the leading trade magazine for the concert industry. It is considered the primary source of touring, booking and management of touring concerts, promoter deals and venue agreements for global,

national and local promoters. This year, for the first time the IATSE had a presence at their annual Pollstar Live Conference in Los Angeles. The IA was asked to participate in two lively panel discussions regarding the touring concert industry.

Given the pandemic and the complete shut down of the live events industry, the focus was on the logistical, scheduling and staffing issues that industry stakeholders face as productions resume.

The pandemic has forced the industry to make a real assessment of practices regarding workers compensation. Many production leaders in the concert industry have come to the conclusion that the prevalent practice of either misclassifying workers, and absence of real medical and retirement benefits has undermined the long term stability of the industry. It was IA represented workers alone that maintained their continuing education and craft training. Combined with the reality that when the industry returns in full force there will be real issues facing simply finding enough qualified crews to staff all the jobs provides a real opportunity for the IA.

NBF Assistance

In late May 2021, a virtual meeting was held for Pink Contract participants with the National Benefit Fund office to go over changes to Plan A and the American Rescue Act. Vice President Di Tolla, Trustee Patricia White and Representatives Savage and Munroe spent significant time assisting members of both Plans with the transition and the multitude of different issues that arose as a result of the change.

Stewards Class for Pink Contract Members

Co-Director Hartnett reported that a Steward's training class specifically geared toward the Pink Contract touring community was debuted this past May. The class has been and will be held monthly throughout the fall. The class has been well received and each session has been full, with a waiting list of participants.

A valuable part of the class has been an opportunity for touring members from all types of contracts and levels of experience to connect with each other and learn from each other's experiences. Moving forward there are plans to offer regular stewards meetings for touring members to continue that connection and learning from each other.

ACT Meeting

In March 2021, the Stagecraft Department hosted the

first ever membership meeting for Associated Crafts and Technicians members. The meeting was well attended and covered a variety of topics such as resources within the IA, special committees, and training opportunities. Those who attended were very pleased to have the opportunity to become more involved in the IA and learn about the opportunities available to them.

Local 284/Democratic National Convention

Co-Diretor Barnes stated reported that while most of the stagecraft industry was shut down due to the COVID-19 pandemic, hundreds of IATSE represented workers staffed the Democratic National Convention. Originally planned to take place in Milwaukee, the convention was moved, due to a surge in COVID cases, to the Chase Center on the riverfront in Wilmington, Delaware. This immense logistical challenge was accomplished in less than two weeks through the leadership of IATSE department heads and technical directors .

The convention was a complete technical production success as confirmed by the professional broadcasts everyone watched. Local 284 and the Pink Contract workers performed extraordinarily well. The IA was proud to repeat this work in the celebration events marking the historic election of Joe Biden to the presidency.

Organizing

Co-Director Hartnett reported on the organizing successes the Locals and the Department had since the last GEB. Not only were NLRB recognition/elections held for Local 13/Walker Art Center, Local 28/Portland Trailblazers, Local 12/Promowest, Local 22/Signature Theater, Locals 3/489/787 Point Park University Playhouse, but all were won. Local 798/Atlanta Opera and Locals 33, 706, 768, 857, 884/Wallis Center of the Performing Arts have filed petitions and awaiting election. Many Locals were able to get rate cards converted to Collective Bargaining Agreements and expanded jurisdiction as well.

Local Negotiations/Assistance

Co-Director Hartnett reported on the many Locals the Department assisted since January highlighting the role of International Representatives who worked to assure workers rights during the pandemic such as negotiating the right to recall/return for seasonal employees, COVID-19 Safety, new collective bargaining agreements, venues transitioning to new business models, and extension agreements.

He also made a point to reference the ULP charges that were filed by Representatives Bateman and Savage. Representative Bateman filed a ULP against Rhino for implementing a 90-day inactivation policy, resulting in back pay for wrongful termination and \$200,000 for 39 Riggers. Representative Savage, during the ongoing assistance to Local 205 for negotiations with the Long Center, filed a number of ULP charges last December. The most important being the unfair termination of the five house staff employees in June of 2020. In June of this year the Local learned it was successful on this ULP and the Board was ordering the employees be reinstated with a very satisfactory settlement agreement of back pay and benefits for the employees.

Director Hartnett concluded by acknowledging the ongoing work of Representatives Marley and Smartt with Local 99 and the live event technicians in Salt Lake City, UT.

Activism

Co-Director Barnes highlighted the various forms of assistance the Representatives in the Department have been involved in since the last meeting of the Board, including assistance to Locals in converting arenas and convention centers into COVID-19 response facilities. A template letter was drafted and distributed to Locals so they could then send it to appropriate facilities in their jurisdiction offering their assistance.

He then noted the political activism prior to the election, highlighting the work by the Department for the Red Alert Demonstration. It was a multi-national demonstration in support of workers in the live concert industry with assistance of Department members and Locals across the IA. He highlighted the work done by Local 8 with the Pennsylvania Get Out the Vote initiative which included organizing five trolleys to transport voters to the polls.

Hartnett also spoke about Representatives Smartt, Cota, who along with Vice President Davis met with the Theatrical Producers League of Los Angeles about building a relationship and navigating SB 805 in coordination with policy strategist Kathy Garmezy. SB 805 would create a non-profit payroller to support smaller, non-League Of Resident Theatres so they can hire W2 employees and pay at least the minimum wage.

Co-Director Hartnett also reported on the work by Vice President Carlson and Local 2 starting a Go Fund Me site that raised \$156,000 that was used to provide 650 food kits and hundreds of gift cards for groceries. He also noted that Local 2's work with Operation Warm

continues and the Local collected \$41,250 to provide coats, books, and tote bags to 1,550 children.

Action Builder

Co-Director Hartnett reported for Representative Little regarding the Department's work with Action Builder. Knowing the industry is growing more complex, involving holding companies and parent subsidies; private equity firms; payroll providers, labor brokers, and co-employers; contractors, sub-contractors, etc., the Department is working with the AFL-CIO on research strategies. To that end, Action Builder is a new tool to help make sense of this and build a plan to win.

Over the past decade, the labor movement has invested heavily in political and online mobilization technology. Still, there is a technology gap around worker organizing. The AFL-CIO with the not-for-profit group Action Squared are using a third path: collaborative development. Each month, the IATSE with other AFL-CIO affiliates meet with the developer to guide the prioritization of what is built.

The IATSE joined that collaborative development process in the summer of 2019 and have helped create this new tool, Action Builder.

The mobile-friendly feature-set tracks leadership development, measures campaign support, and empowers activists to make a difference in their community and on the job. It takes time-tested organizing tactics like one-on-one meetings, assessments, and wall charts to help identify and develop leaders who can take on the work of building power.

Action Builder maps organizing targets and records the complicated network of relationships between employees, their employers, and the places they work.

The Stagecraft Department is using the Action Builder toolset to research and organize live event workers across the jurisdiction.

Action Builder is expanding the Stagecraft Department's capacity, allowing us to connect and strategically organize at scale.

Communication/Messaging

The Department has also made a conscious effort to expand the communication of Department issues and concerns regarding reopening the live event industry holding multiple meetings with officers of the Locals of the various crafts and by Districts via Zoom.

President Loeb joined the Department in its heartfelt send-off to Vice President Di Tolla for his exemplary work on the staff of the International. He also expressed his appreciation to Co-Directors Barnes and Hartnett who are steering the Department through this unparalleled challenge for live events workers. He praised the Representatives for their diligence and commitment to the stage workers. He approved of the extensive organizing, stressing that the Department must remain vigilant in this regard. He observed that the work of the Department has been excellent.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr., and Assistant Motion Picture and Television Department Directors Dan Mahoney and Vanessa Holtgrewe reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last Board meeting.

Motion picture and television (MPTV) production has been going strong since October 2020, when the return-to-work ramp-up began, with IATSE members experiencing record levels of employment across the U.S. and Canada. As noted in the Motion Picture Industry Pension and Health Plans report, benefit contributions are significantly higher than in the comparable month of 2019. As the MPTV employers come out of the COVID-19 shutdown, this growth is reflected in all areas. The National Benefit Funds reported that for the first five months of 2021, there were 1,225,147 days reported for MPTV production. That compares to 766,579 days in the first five months of 2018, 884,017 in 2019, and 605,619 in 2020. The high volume of work can be attributed to more streaming platforms, continued catch-up from the shutdown of 2020, and the public's seemingly endless desire for content.

To protect the workers on all these productions, the IATSE, alongside the DGA, SAG-AFTRA, Teamsters and Basic Crafts, has negotiated two extensions of the original Return to Work agreement, the details of which have been previously reported to the Board. The first set of negotiations extended the protocols until the end of June with few changes, while also refilling the bank of ten available COVID-19 sick leave days through to the end of December 2021. Due to the interlocking layers of protection put into place by this Agreement, the infection rate among the crew was 1/10th to 1/40th of the community infection rate where the production occurred. However, even with these stringent protocols in place, about 3,800 IATSE crew have tested positive for COVID-19 to date.

The negotiations for the second extension were more extensive, as vaccinations have proven to be very effective at limiting transmission of the illness, while also lessening symptoms if someone experiences a "breakthrough" infection. Ahead of these meetings with the AMPTP, President Loeb, Vice President Miller, and Assistant Department Director Vanessa Holtgrewe met with the IATSE's team of epidemiologists and experts to make sure the Union's proposals were in line with the latest science regarding COVID-19. Negotiations for the new Return to Work Agreement began in June. Once again, the IATSE, DGA, SAG-AFTRA, Teamsters and Basic Crafts negotiated in solidarity with one another. The AMPTP represented the Producers.

As the negotiations progressed, COVID-19 infection numbers began growing due primarily to the new Delta variant. The new Agreement reflects these increases, largely keeping intact the core safety protocols, with a few important updates.

The new Agreement allows for the relaxation of certain protocols for fully vaccinated employees in areas of the United States and Canada with low infection rates. While the Union had hoped to further reduce many of the protocols, the growing infection rates simply did not allow that at this time. As from the start, the Union continued to rely on the science with the goal of keeping the membership working while reducing the risk of COVID-19 transmission on set.

The Agreement commences on July 19, 2021, and expires on September 30, 2021. The relatively short term allows the parties to quickly assess the impact of the modifications and respond appropriately.

On a production-by-production basis, a Producer may implement a policy providing that Zone A employees, and other specific classification on a case-by-case basis, be fully vaccinated against COVID-19 as a condition of employment.

To provide currently unvaccinated Zone A employees with sufficient time to get vaccinated, the Agreement gives employees one-week to schedule a vaccination appointment and receive their first vaccination shot, and six weeks from that date to get their second shot (if required) and complete the required waiting period. Currently unvaccinated Zone A employees who schedule their vaccination appointment and receive their first vaccination within this time period will remain eligible for employment on productions that institute a mandatory vaccination policy while they complete the process to become fully vaccinated. Those who do not do so will be ineligible for employment until they become fully vaccinated.

Producers must establish a way of clearly and visibly identifying an employee's entitlement to work under the protocols for fully vaccinated individuals.

Proof of vaccination may be established by 1) a digital vaccination card, a government sanctioned passport system (e.g., New York's Excelsior Pass), a system maintained by the vaccination provider; or a system that verifies an individual's status against government records; or 2) production of a physical vaccination card.

Producers must keep such documentation secure and available only to those with a need to know. Employees who do not provide verification of their vaccination status will be treated as not fully vaccinated.

For areas of surging COVID-19 infections in the United States and Canada, including Los Angeles, and all areas outside the United States and Canada, we have retained the existing testing requirements, although the types of tests that are permitted in certain circumstances were expanded.

The Agreement does relax mask requirements for fully vaccinated employees, allowing them to take their masks off when working outdoors. This was important to IATSE members, and the science supported this modification to the Agreement. Employees who are not fully vaccinated must wear face masks at all times (except when eating, drinking, or when their job duties prevent it).

In addition, the Agreement further relaxes the testing and PPE requirements for fully vaccinated employees when working in areas of the United States and Canada that have lower COVID-19 transmission and new case rates. Specifically, in such areas, fully vaccinated employees are not required to wear masks indoors provided certain air filtration standards are met. Fully vaccinated employees, while still undergoing periodic testing, will also be subjected to COVID-19 testing at a reduced frequency. For Zone A, this means testing weekly, and for Zone B, testing will be required every other week. Zone C employees will not need to be tested after their pre-employment test. Those who are not fully vaccinated will continue to wear masks and maintain the same frequency of periodic testing as the prior Agreement. Also, employees traveling by air within the US and Canada only need to take a pre-flight test if required by the airline or a government authority. For travel outside the US and Canada, a pre-flight COVID-19 test must be administered not more than 72-hours prior to departure and the result obtained before departure. Post-flight testing requirements have been removed. As a pre-employment test is not required, employees traveling by air shall be deemed engaged no later than the date of travel.

Productions in a metropolitan area (or applicable county if there is no applicable metropolitan area), or province, if in Canada, must adhere to most of the standard protocols if, for seven consecutive days, its seven-day average transmission rate (R_t) is equal to or greater than 1.1, and the number of daily new cases per 100,000 is equal to or greater than 10. Productions in areas with lower transmission rates and/or infection rates may apply the more relaxed standards; provided, however, if the area records a transmission rate and daily new case rate higher than those listed above for seven consecutive days, the standard protocols will be reinstated.

The Agreement creates some increased flexibility around ground transportation. Under the standard protocols, vaccinated and unvaccinated employees will now travel in separate vans. Vans for vaccinated employees may operate at full capacity. Vans for unvaccinated employees may operate at 75% capacity for trips between set and crew parking, lunch, and base camp, and 50% capacity for all other trips. In low infection areas, the prior limits on occupancy have been lifted. In both situations, all employees must be masked. If anyone is unmasked, physical distancing requirements apply.

Individually packaged or wrapped portions are no longer required. However, self-serve "buffet style" food service (e.g., salad bars, trays of food, or any food service that requires employees to share utensils), will not be permitted for employees who are not fully vaccinated, and employees who are not fully vaccinated must continue to maintain physical distance from all employees during the entirety of the meal period.

Although the Producers pushed hard to reduce payment for testing when not done as part of a workday, the Unions remained steadfast and would not consider reducing the amount. The Producers saw it as an incentive to get vaccinated, and the Unions reminded them that this was well-earned compensation for member time and effort.

COVID-19 sick leave remains unchanged since the last extension of the Agreement. The refreshed amount of ten days is in place until December of this year. Members who need to get vaccinated can utilize their bank of sick leave to attend appointments and to recover from symptoms due to the vaccine.

The complete Agreement will be distributed when fully executed. As much as the Unions wanted to further amend the RTW Agreement, the surge of the Delta variant did not allow for more alteration at this time. In three months, the Union will once again assess the science with its epidemiologists and other health experts to evaluate what is the safest path forward.

The IA will return to the bargaining table for the Basic Agreement, as reported on in a separate report, in August. The Area Standards Agreement will be negotiated afterwards, with the same commitment that, if an agreement is reached, wage and benefit contribution increases will be paid retroactive to August 1, 2021. The Department has met regularly with the Bargaining Committee, which was appointed by President Loeb in advance of scheduled negotiations. Proposals were solicited and developed consistent with past-practice and with consideration of what was proffered in the Basic Agreement negotiations. Common issues exist between these two contracts and the contract proposals reflect that.

Commercial production remained relatively steady throughout the pandemic and one of the keys was the creation of the AICP- Return-to-Work safety protocols, which were negotiated jointly with the IATSE, DGA, Teamsters and Basic Crafts. These safety protocols were based on the AMPTP safety protocols but were modified and tailored for smaller commercial productions. Constant communication was the key to solving any issues during the pandemic. The members were excellent in reporting issues to their local union and the joint unions consulted and solved problems collectively on a daily basis. It has been very challenging to do set visits with the strict safety protocols in place, but within the last month, visits have resumed. The Union is in the process of negotiating an extension RTW agreement with the AICP that reflects the differences in commercial production.

There was a slight uptick in the volume of music videos with artists being unable to play live shows in the past year due to the pandemic. The current Music Video Production Agreement expires July 31, 2021 and a successor agreement is in the works.

Live event and awards shows continued to shoot throughout the pandemic, but most often without a live audience. The crews on all live event shows followed the AMPTP Return to Work agreement and all crew were subject to strict testing rules. Spectators are just now being allowed back into the audience and most often a vaccine is required.

Now that the Department representatives are fully vaccinated, the Union has returned to organizing in person and on the picket line. Representative Wade Tyree has spent time in the South ensuring this jurisdiction remains highly unionized. In June, the seventy-plus crew of a basic cable food competition show in Atlanta, *Rat in the Kitchen*, was brought under contract, but not without a fight. The company ignored the IATSE's outreach, and when the crew went on strike, the company attempted to recrew with scab labor. In the end, after a few days on

the picket line, with Locals 479, 600, and 800 leading the charge, the original crew were all offered their jobs back. This was an expensive loss for the company as many of the crew had to be flown back to Atlanta after being sent home only days earlier. Benefits are retroactive to date of hire, and the crew will have right of first refusal for next season. Many of the crew were paid well above scale and their wages will not be diminished for as long as they work on this show. It was an important win as the company, ITV, owns a number of small non-dramatic production companies in the U.S. Hopefully they have learned that trying to ignore the will of the crew is an expensive mistake to make.

Another notable non-dramatic success story involved a spin-off of *Top Chef*. With a large crew and months of production scheduled, the IATSE reached out to negotiate an agreement. The company simply did not believe the IA had the support of their employees. Unfortunately for them, this cost them a day of production while the crew joined the picket line en masse. By the next day, a deal was in place. Benefits were retroactive to date of hire, which included a number of crew members who had been working for two months. Enhanced turnaround, meal penalties, no reduction in wages, and right of first refusal for next season were all part of the package.

The Department has several active strategic campaigns in the animation sector, in partnership with Local 839, and in visual effects as well. Besides identifying pro-union workers and developing them as leaders, Representative Tanya Mahn and Special Representative Brendan Kierans have been working with these leaders to talk to their co-workers, recognize key issues that people want to improve, and map their workplace to lay the foundation for getting a super-majority of their co-workers to support improving their jobs through a union.

After a five-year battle, Vice President Miller was happy to report that the crew on *Life Briefly* have been made whole. This was a feature produced under the Basic, Local 161 "Majors", Local 798 "Majors" and the Area Standard Agreements which was prepping in Georgia back in January of 2016. It was shut down as they failed to make payroll the last week of pre-production. The IA filed a grievance shortly thereafter for all wages and benefits. The IA then received a judgment totaling over \$364,000 for past due wages and benefits. The producers failed to pay the judgment and the IA continued to pursue compliance. All past due wages and benefits have been recovered as of June 2021. Checks have been issued and distributed to the crew.

The single production agreements that are negotiated on a case-by-case basis continue to evolve. Each project not covered by a term agreement is individually

negotiated. The Department establishes base terms that are standard in these single project agreements which are above the standards of the term agreements. These can include larger benefit contributions, increased rest periods—10 hours is standard in these contracts, as is weekend rest—meal penalties are more expensive, and the non-discrimination and subcontracting language is comprehensive. These single project agreements often offer the Department an opportunity to encourage companies to sign term contracts considering the more expensive production costs if they continue to produce Union only when they feel it is necessary.

The COVID-19 shutdown and subsequent Return to Work negotiations, the Basic Agreement negotiations, and the Area Standards Agreement negotiations have been the primary focus of the Department. However, as the employment numbers show since October of 2020, the regular, everyday work of the Department has continued. While slogging through work from home, and organizing via Zoom, the Department has not missed a beat. This is expected to continue as a more normal, pre-COVID-19 workplace returns. How the competing streaming platforms will fare in the coming year remains to be seen.

The last six months have been consumed by COVID-19 Return to Work issues and preparation for the Basic Agreement and Area Standards Agreement negotiations. These two agreements are by far the most significant IATSE Agreements that the MPTV Department is responsible for. Those agreements generate well over 100 million hours of employment for IATSE members and provide health and pension benefits to tens of thousands of members. In a few weeks, a meeting will be held with the Producers to continue the fight for members' financial health, sustainable health care funding, quality of life, streaming improvements and meaningful diversity, inclusion and equity provisions. The members of the IATSE have weathered a brutal year and deserve to be included in the resurgence of the industry.

President Loeb thanked Vice President Miller for his report and thanked him and the Department for its hard work over the past half year. The return-to-work safety protocols remain of vital importance to the Union and the industry, and those negotiations had to take precedence. Workers must be kept safe while on the job. President Loeb expressed his pleasure with the Department's organizing work over the past half-year. The IATSE must remain alert to any and all efforts to produce non-union within its jurisdiction. Securing a union contract is the best way for workers to ensure safe working conditions, fair pay, and quality benefits.

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 to the General Executive Board since the 2021 Mid-Winter meetings.

Outreach to Locals

U.S.

Tradeshow Department Representatives continue to provide outreach to Locals as some markets begin opening to exhibitions and conventions while others remain unemployed due to a continuance of the COVID-19 industry shutdown. Local 720 has continued its efforts to maintain its food bank, recently approving an additional \$200,000 to cover costs through September 2021 and bringing its total commitment to members and the community at large to \$600,000. Representative John Gorey joins the volunteers each month for distribution.

Vice President Sanders has worked with employers who were granted Paycheck Protection Program (PPP) loans to determine distributions in some jurisdictions. In an effort to follow up on the extent of PPP granted, Representative Benjamin Hague was tasked with researching all tradeshow employers to determine total PPP loans received. To date, the results indicate that only a small number of tradeshow employers were recipients of PPP loans in the first round. Representative Hague will continue to update the data.

Department Representatives contacted Locals across the US when the announcement of PPP loans became available to unions. Several applied and were successful. Although the passage of the American Rescue Act brought relief to many of members with its extended pandemic unemployment payments, it was short lived in 25 states as Governors chose to discontinue payments and withdraw from the program as early as June. This has, in turn, only served to further the hardships faced by many members. Fortunately, several tradeshow employers across the country that provided equipment for the setup and operation of large vaccination sites have provided much needed employment to many tradeshow members in the months of April, May, and June. With the increased use of technology to convene virtual mass gatherings, the Department has reached out to several Locals to assist them with preparing technicians to meet the needs of this emerging source of remote digital work. The Department's efforts in this regard have given rise to new work opportunities for members.

Canada

Tradeshow Department Canadian Representative, International Representative Jim Brett, retired in the Spring of 2021. Local 129 President Cindy Jennings will now be taking on the role. The Department looks forward to working with Representative Jennings.

Return to Work Efforts

Since some parts of the US have been more successful than others in vaccinating residents, show organizers, associations, and meeting planners face an everchanging landscape to consider when deciding where to convene.

In-person and online events have become an outgrowth of the pandemic. They are events that involve an in-person meeting or event produced for both live attendees and an audience joining digitally for some or all of the event – on a synchronous, delayed, or on-demand basis. Studies are currently underway to learn what role these types of events will play in the tradeshow industry's post-pandemic recovery. Recognizing this emerging work opportunity for members, Vice President Sanders consulted with major audio-visual employers across the country with a view to identifying the skill sets employers putting on these types of events are now looking for. Digital networking and Zoom video conferencing skills were identified as top priority skill sets. Vice President Sanders then tasked International Representatives Dan'l Cook and Carlos Cota to develop a list of recommended online training courses in collaboration with training coordinators and AV leads from those Locals most engaged in AV. This outreach has led to the development of the Tradeshow Department's AV Return to Work Readiness Training Program. Department Representatives are now in the process of meeting with Locals across the country to review the training program and to encourage implementation at the Local level.

The World of Concrete is an annual tradeshow that normally proceeds in-person in Las Vegas and normally involves a year's worth of planning. When the Governor of Nevada speculated the state could reopen on June 1, it sent planners into a whirlwind of work which included confirming 650 exhibitors, securing equipment, coordinating hotel, travel and food services reservations, and filling the 300,000 square feet of space in the new West Hall of the Las Vegas Convention Center. The World of Concrete ended up attracting approximately 40% of the pre-pandemic exhibitors and attendees.

In California, Representative Cota spent much of the last several months dedicated to the reopening efforts of the state. Working collaboratively with International Representative Peter Marley, the two sought out every

available resource on safety protocols and industry guidelines with a view to facilitating a safe reopening of live events in the state, including the Governor's office, the California Convention Center Coalition, the California Department of Public Health, Riverside County Live Events Coalition, Cal-OSHA, CAL Travel, Californians for the Arts, California IATSE Council, the Statewide coalition of Broadway Presenters and the International Association of Venue Managers (IAVM). The efforts of Representatives Cota and Marley in this regard have not only given rise to many new relationships that will serve the Department well in the future, they were an important factor in the state moving up its reopening of live events from late September or early October, 2021 to June 15, 2021. The Department extends thanks to California Locals 16, 33, 50, 107, 122, 134, 158, 215, 442, 504, 611, 614, 923 and B-192 for their participation and support. They were all instrumental in the success of this reopening effort.

In recent months, several large tradeshow employers expressed initial concern about the prospect of workforce shortages when agreeing to undertake a live event. The Tradeshow Department will continue to ensure the IATSE's work jurisdiction is respected and work opportunities for members are not eroded.

Association Partnerships

ESCA

The Exhibition Services and Contractors Association (ESCA) has been heavily involved in reopening initiatives since their first attempts at establishing industry protocols. Committees composed of member unions, service contractors, venue managers and suppliers have collaborated at all levels with a view to ensuring the industry recovers. One such initiative included a virtual panel discussion streamed on June 15, 2021 and billed as ESCA ALL IN Event. The panel discussion focused on industry partners' readiness for the return and predicted surge of work in the early fall. Emphasis was placed on the communication, collaboration and cooperation demonstrated across all sectors with a shared commitment to work together for the safe return of face-to-face meetings. Panelists included representatives from Fern, Freeman, GES, The Expo Group, Association of Venue Managers, and Labor. Vice President Sanders, who currently serves as Co-Chair of ESCA's Labor Management Council, spoke on behalf of the five international unions most active in the industry, including of course, the IATSE.

Go Live Together!

As reported earlier, the IATSE partnered last

year with more than 1,400 entities in the tradeshow industry to lobby the US federal government on matters important to the industry through an organization called Go Live Together! Initial lobbying efforts focused on the Coronavirus Aid, Recovery, and Economic Security Act, the Health and Economic Recovery Omnibus Emergency Solutions Act, Support Our Stages and the American Rescue Plan Act. The organization has now been dissolved to make way for the Exhibitions and Conferences Alliance, a bona fide lobbying group with a full board representing all aspects of the industry.

Exhibitions and Conferences Alliance (ECA)

The Exhibitions and Conferences Alliance (ECA) was created as the lobbying arm of the tradeshow and exhibits industry. Although a majority of the ECA's membership consists of industry employers and association representatives, Vice President Sanders, in consultation with tradeshow directors for the IBEW, Carpenters, IUPAT, and Teamsters, agreed to create the Tradeshow Labor Alliance and split the cost associated with securing a seat on the ECA board of directors. The Tradeshow Labor Alliance's seat on the ECA board will be filled by a representative from one of the Tradeshow Labor Alliance unions on a rotating yearly basis. Since the Tradeshow Labor Alliance joined the ECA, the ECA has hired a full-time lobbyist and also held its first board meeting in May, 2021.

Regular Work of the Department

Vice President Sanders reported on assistance provided to Locals 7, 15, 17, 28, 30, 39, 46, 51, 53, 69, 76, 99, 115, 127, 205, 320, 251, 336, 363, 415, 417, 423, 470, 720, 834, and 835.

Organizing

Long Beach Convention and Entertainment Center

Representative Cota continues to collaborate with Local 33 Business Agents Robert Pagnotta and Ron Valentine to reestablish Local 33's presence at area convention centers.

Inland Empire Labor Council

Representative Cota remains engaged with the Inland Empire Labor Council working to rebuild the labor movement in Riverside and the Coachella Valley. In May, 2021, the Council successfully secured a community workforce agreement with the city of Palm Springs. This, in turn, laid the groundwork for the establishment of a career pathways program with the area community colleges that

will provide traditional and non-traditional apprenticeship and training programs to participants. Similar to the arrangements in Long Beach, this Palm Springs initiative will create career pathways and secure employment at major venues in the Coachella Valley, including the Palm Springs Convention Center and the McCallum Theatre, as well as new facilities under construction in the region like the new Palm Desert Arena.

Encore Global (PSAV)

The Tradeshow Department continues to meet bimonthly on Zoom with various locals to help coordinate ongoing organizing initiatives and negotiations, including Locals 15, 22, 58, 107, 122, and 720.

Encore contract negotiations with Local 22 have stalled and await the scheduling of new dates. The company's negotiations with Local 15 are also moving slowly, though there has been some progress. Representative Cota is assisting Local 122 in its negotiations. Local 58 finalized its agreement at the Metro Toronto Convention Center. Local 107 continues its efforts to maintain bargaining rights with Encore and Local 720 is still awaiting an NLRB bargaining unit ruling in connection with its effort to secure bargaining rights.

Tradeshow Participation

The following shows are scheduled as in-person events in 2021:
InfoComm, October 23-29, Orlando, FL;
EXHIBITORLive, November 1-2, Las Vegas, NV;
LDI, November 15-21, Las Vegas, NV;
IAEE Expo! Expo!, December 7-9, Philadelphia, PA.

AFL-CIO District Meetings

Vice President Sanders and Representative Hague attended the AFL-CIO's Midwest District meeting held on June 8, 2021 and Representative Cota participated in the Western District meeting held on May 20, 2021.

Political Activities

Local 720 Las Vegas has engaged in lobbying efforts in connection with numerous Nevada State Legislature bills. In particular, Bill SB 245, which originated at Local 720, is a bill that ensures, among other things, that all workers in Nevada get paid on time and enforces a penalty on employers who fail to do so. The Local's hard work in connection with Bill SB 245 resulted in Local 720 President Phil Jaynes and Business Representative Apple Thorne being invited to the Bill signing ceremony with Governor Sisolak in June, 2021.

Staff Development

Representatives Hague and Gorey enrolled in the City University of New York Labor Law for Arts and Entertainment class, taught by Frank Moss. The class ran two days a week from February 2, 2021 to May 11, 2021.

Representative Cook attended the “Developing a Leadership Training Program” presented by the IATSE Education Department. In addition to Representative Cook engaging in research which lead to the development of the Tradeshow Department’s AV Return to Work Readiness Training Program and his completion of various LinkedIn Learning webinars, he also enrolled in the AVIXA Networking Class which the Department is now promoting as a worthy training program for Locals.

Representative Gandolini attended numerous industry webinars, Zoom meetings and townhall meetings sponsored by ESCA, IAEE, and Northstar Meetings Group. These meetings focused on the short and long term effects of the pandemic on the tradeshow industry, the rapidly changing approach to protocols driven by state and local regulations and the collaborative solutions that are evolving as the unions, contractors and suppliers continue to partner to promote a sustained industry-wide recovery.

Other members of the Department participated in the Workers Memorial Day Webinar and the Pro Act Webinar in addition, to various LinkedIn offerings.

President Loeb thanked Representative Sanders for the report and the Department for their diligent efforts over the past sixteen months to assist Tradeshow Locals through this challenging period. He noted that this industry will be one of the last to return to where it had been pre-pandemic so continued support from the Department will be important. President Loeb observed that encouraging members to improve their AV skills will ensure that they can perform work in-person and on virtual platforms. He commended the Department for their comprehensive attention to Locals and excellent work.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb updated the Board on the progress and significant activities of the Department since the virtual meeting of the General Executive Board in January 2021. The Department’s tools, tactics, and strategies continue to evolve and grow across several media, including social media, email outreach, press relations, websites, text messaging, and print (e.g., The Official Bulletin).

Director Loeb announced the launch of the third version of the International’s Website, iatse.net, the first major update in nearly ten years. The new site, built in-house, is a major upgrade from the previous iteration, retaining and streamlining the most frequently visited pages from the previous website, while also allowing for new features such as responsive mobile display, forms, embedded Action Network ability, automatic posting of website content to social media, archive of posts sortable by date and committee, and more. The single most important improvement, however, is the adoption of more modern technology to serve as the site’s backbone, which allows the Department to update and add features continuously with ease.

In terms of content, the new website reserves a page for each of the International’s Departments and Committees, giving each a place to display key resources, related news, leadership, and other content specific to their respective niches. A “take action” hub provides a place for members and allies to discover ways to support the Alliance and any of its initiatives online. The new version of the organize tab not only provides information on key protections the Union has won for members, but it also gives users an opportunity to “contact an organizer” and initiate the process, allowing the website to generate new organizing leads.

Director Loeb presented data showing that several accounts and pages across Facebook, Instagram, LinkedIn, and Twitter exhibited strong growth and engagement over the past six months. These metrics indicate not only that the IA’s social media accounts continue to be widely popular, but also that the Communications Department continues to leverage social media to advance the message of the Union effectively. As was the case for the second half of 2020, the LinkedIn and Twitter platforms exhibited standout rates of growth, with 41 and 21 percent increases, respectively, in followers over the six-month period.

The @IATSE Twitter continued to be one of the most popular labor accounts in the world, and in the first half of 2021, tweets from the Communications Department reached users’ newsfeeds over 29,600,000 times, a new record for any six-month reporting period and nearly reaching the number of impressions for the full year of 2020. In April, Director Loeb participated as a panelist at the Organizing 2.0 online conference, where he joined first-class digital organizers Diana Hussein (UNITE HERE), Elizabeth Strater (UFW), and Mike Connolly (formerly Pennsylvania Treasury) to discuss how humor and creativity from “brand” Twitter accounts can translate to power online.

Despite the popularity of the IA’s social media

program, email continued to be the most effective means of disseminating information to Local officers, members, and allies. The public-facing advocacy list continued to grow, though slower compared to the second half of 2020. Still, open and action rates remained high, signifying a high level of engagement with Communications Department emails.

The Department launched a new digital weekly newsletter at the start of 2021, which includes or summarizes important union-related news such as recent press releases, organizing news, and other features. These newsletters are also published online so those who do not wish to receive emails can still access the information. The response to the newsletter has been overwhelmingly positive, with over 5,000 thousand signing up to receive the newsletter during its initial weeks and achieving open rate averages upwards of 60%. Allies and kin who wish to receive the weekly newsletter are advised to sign up at iatse.co/newsletter.

The member stories program continues to grow and mature, allowing members to share experiences. The Communications Department produced eleven of these articles during the first half of 2021, focusing on topics including LGBTQ Pride, Diversity, Equity and Inclusion, and Pandemic Unemployment Insurance. The stories were published regularly on the IATSE C.A.R.E.S. website and were routinely featured in the weekly newsletter, the Official Bulletin, and AFL-CIO daily briefing emails.

The Department continued its efforts to secure press placements and earned media, particularly in support of ongoing strategic bargaining campaigns. The Department's efforts helped ensure the issues important to IATSE and its members have appeared in prominent media outlets.

Communications Outreach Coordinator Megan Greene assisted General Secretary-Treasurer Wood in compiling and curating content for the Q1 and Q2 editions of this year's IATSE Official Bulletin. The Department's involvement, which began in the first quarter of 2020, continued to supplement the existing digital program as graphics and articles historically included in the Bulletin can also be repurposed to provide content for social media and the websites.

The Communications Department also introduced a new "scan to call" QR code which, when scanned, prompts the user to dial the existing IATSE Safety Hotline without ever typing in a single number. The Department will continue to investigate ways these codes can be used to reduce friction for members to access new and existing resources more easily.

With its broad array of tools, the Department continues to collaborate with all the Union's Committees and Departments on numerous campaigns and objectives.

The Communications Department broadly assisted in the ongoing campaign to support MetOpera workers and helped drive turnout for the Met rally at Lincoln Center. In addition to the new website for the International, the Department continued to spin up microsites specific to individual strategic campaigns. MetOperaNews.com introduced a first-of-its-kind Interactive Virtual Picket Line, where members and allies could print a sign, then submit photos through an online form to look as if they were on a picket line in front of Lincoln Center. Participation in this "new way to picket" as the Machinists Union put it, was extremely high, with hundreds of photos submitted and thousands visiting the site in its first month.

The campaign in support of Local 868 Ticket Sellers at the Strathmore Arts Center in Bethesda, MD continued to intensify as the Department used social media to request letter writing campaigns, a microsite, and promoted in-person rallies held during the center's live events. The letter writing campaign generated over 5,000 letters to the center's Chief Executive Officer to demand the employer bargain in good faith and restore the jobs of full-time ticket sellers. A microsite was also established, serving as a source of information for Strathmore patrons on the ongoing status of the labor dispute and another interactive digital picket line.

As the Education Department ramped up its webinar program, the Communications Department assisted in promoting online learning opportunities for members. Through email blasts, and social media outreach, the Department has generated turnout for 19 educational webinars since January.

On numerous occasions, the Department promoted recognition strike actions online on behalf of the Motion Picture and Television Production Department, as was the case for "RAT IN THE KITCHEN" and "Top Chef Family Style."

In early 2021, as COVID-19 cases and deaths peaked across the United States, Golf Channel crews became increasingly concerned about the network's complete lack of COVID-19 protocols or testing. Through a coordinated social media and press campaign, the Communications and Broadcast Departments were able to support the workers' fight for workplace safety.

In January, following the inauguration of President Biden and the release of his COVID-19 vaccination plan, the Communications Department helped facilitate a letter

to President Biden and the COVID task force offering the IA's skilled labor to build field vaccination sites. This effort was a multidepartment collaboration amongst the Communications, the Political and Legislative , and Stagecraft Departments, ultimately culminating in meetings where the Stagecraft Department had the opportunity to deliver an extensive list of viable venues to the Federal Emergency Management Agency (FEMA).

In May, as the supply of vaccines finally began to exceed demand in the United States, the Communications Department changed gears and participated in the National Vaccine Month of Action. This involved providing resources to Local Officers on how to have the difficult conversations with members and frame the COVID-19 vaccine as a tool to protect workplaces.

Communications continued to meet weekly with the Political and Legislative Department and collaborate. As the Protect the Right to Organize (PRO) Act was reintroduced and passed by the House of Representatives, the Department worked extensively to promote the most pro-union overhaul of outdated US labor laws in a century.

Since the Diversity, Equity, and Inclusion Committee's re-constitution in September 2020, the Communications Department has assisted the Committee with publicizing statements through iatsecares.org centered on social issues and commemorative observances such as Black History Month, Asian and Pacific Islanders Heritage Month, Asian and South Asian Heritage Month in Canada, IATSE DEI Committee Condemns Asian Hate and the newly established US federal Juneteenth holiday. In collaboration with the Diversity Equity and Inclusion Committee's Communications working group, the Communications Department also aided the Committee with the launch of its Facebook, Instagram, and Twitter social media accounts.

In support of the Women's Committee, the Department helped carry out the Committee's social media strategy for Women's History Month by designing new graphics highlighting 18 influential IA women of the past and present. The Department continues to work with the Women's Committee by providing support on social media campaigns and honoring the successes of women in the IATSE and labor movement.

Making the Action Network platform widely available to local unions continues to be a top priority. Senior Communications Coordinator Steven Chaussee trains Locals with new leadership on how to use the platform, bringing the total to 36 Locals trained to date. Any Local that wishes to revamp their email distribution, newsletter, digital organizing, or political lobbying abilities can go to

iatse.co/actionnetwork to schedule a one-on-one setup and training session.

The Communications Department also collaborated extensively with other unions and the AFL-CIO to support the broader labor movement, including attending bi-weekly meetings with AFL-CIO Affiliates' Communicators, sending members to Picket with striking United Mine Workers in New York, distributing information regarding the National Association of Letter Carriers' Stamp Out Hunger Campaign, co-sponsoring Actors Equity's Action Network online action in support of funding for the National Endowment for the Arts, and more.

Director Loeb concluded his report by remarking that the internet gives unions unprecedented opportunity to collaborate and build worker power through online action. The Communications Department will continue to test, refine, and iterate to endlessly improve how it delivers the message of the IATSE.

President Loeb applauded the Department's upgrades and modernization, emphasizing the importance of keeping pace with technological advances. He noted the importance of the Department's actions in contract campaigns at the MetOpera and the Strathmore Center. He observed that communications are critical to everything that the International does. He noted that the International's Communications Department is involved in a wide-range of activities, underscoring the Department's importance to the activities and mission of the International. President Loeb commended Director Loeb and Communications Coordinators Chaussee and Greene for their polished work.

IATSE EDUCATION AND TRAINING DEPARTMENT

Despite the many hardships and setbacks our industry experienced throughout the COVID-19 Pandemic, the IATSE Education and Training Department has remained committed to maintaining a culture of continuous education within our union. By developing remote learning courses that reflect the foundational values of the IATSE Four Pillars: Leadership, Skills & Safety, Activism, and Communication, the Department has provided IATSE members and Locals with an avenue to stay active, curious, connected, and engaged with the union.

Union Skills Development Training

The IATSE Officer Institute 1.0 will resume in-person this Fall. The revived training will be held at the Local 52 Union Hall in New York City from December

6-10, 2021. This session will be for US Locals only. IATSE Officer Institute is an intensive, five-day educational program that provides local union officers with a comprehensive look into the nuts and bolts of running a Local, bargaining, and building power for members. IATSE local union leaders at all levels of experience can enroll in this week-long training. Applications will be in the upcoming Bulletin and available soon on the IATSE website. Local leaders are encouraged to apply as soon as possible, as we expect the course to be in high demand after a yearlong hiatus. A limited number of financial subsidies are available for small Locals.

Online Learning/Essentials of Union Leadership

As reopening continues, the Department expects that online courses will exist side-by-side with in-person sessions. The online Essentials of Union Leadership Series of courses, presented in partnership with the University of Wisconsin School for Workers, is a series of courses for currently serving Local Union Officers, Officials, Trustees, and Board members designed as a virtual complement to the in-person IATSE Officer Institute. The series focuses on effective leadership principles and tools to help attendees build high-capacity local unions, effectively represent workers, communicate clearly, and set and achieve long term goals. Don Taylor, Professor, University of Wisconsin School for Workers is the main instructor. Modules for the virtual, asynchronous courses include “Foundations of Union Leadership”, which includes segments on both U.S. and Canadian Labor Law; “Leadership Theories and Leadership Styles”; “Strategic Planning”; and “Building Capacity in Your Local Union.” The four courses were each presented multiple times and were well attended.

Webinars

Since the Winter 2021 GEB meeting, the Education and Training Department has presented twenty-three webinars, with a total of 2,339 attendees. Some webinars are open to all IATSE members, while others are offered exclusively to Local leaders.

Since the Department hosted its first webinar on June 12, 2020, there have been a total of 7,660 attendees.

Labor Education Assistance Program (LEAP)

The Labor Education Assistance Program (LEAP) 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 June 7, 2021, Local leaders were reimbursed for a total of \$110,933.58 in Canada and \$283,284.50 in the United

States for a grand total of \$394,218.08 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 investigate the IATSE website where they will find information on how to apply and lists of schools with labor education programs and courses of interest. Online courses are also eligible for reimbursement, and many IATSE leaders took advantage of this feature to use LEAP to further their studies during the shutdown.

Diversity, Equity, Inclusion Education

The IATSE Education and Training Department collaborates with the IATSE Diversity, Equity, and Inclusion Committee on goals and tasks that involve education and training, and continually strives to increase visibility of the full mosaic of people that make up our diverse union.

The Department, in collaboration with the IATSE Training Trust Fund’s LinkedIn Learning partnership created a curated collection of online courses that explore current thinking and best practices on essential topics related to Diversity, Equity, Inclusion. Topics range from confronting bias, having difficult conversations, cultural competence, communication, allyship, and accountability. While none of the courses are union-specific, they are all informative, valuable, vetted by the IATSE Education and Training Department, and approved based on their content and relevance to IATSE workers. The collection is updated regularly.

IATSE Road Show: Why Unions Matter

This Spring, the IATSE Road Show: Why Unions Matter was revised with the assistance of the IATSE Diversity, Equity, and Inclusion Education Sub-Committee, to ensure that the stories and faces of the Alliance’s diverse membership is on view and included in the presentation. The updated Road Show premiered online via GoToWebinar on May 11, 2021 and was met with an outpouring of positive responses from attendees who found the presentation to be “hard-hitting” and “impactful.” One review noted that the new presentation “brings us up to date” while another welcomed the “transparent nature of the history offered.” The Department plans to use this version of the Road Show moving forward, and will strive to continue incorporating inclusive, accurate, and timely information into our courses moving forward. Thanks to committee members Karim Boyd, Local 8; DeJon Ellis Jr., Local 80; and Bryant Preston, Local 7 for their work and assistance on the Road Show.

The Department is currently working with Dr. Wayne Lewchuk of McMaster University in Ontario

on a Canadian update, which will be ready this Fall in English, with a French version to follow.

As live events become possible again, the Road Show is now available in-person, on request, and the virtual versions are available 24/7 at:

U.S. Locals <https://attendee.gotowebinar.com/recording/6970887642362803971>

Canadian Locals <https://attendee.gotowebinar.com/recording/383336342735260427>

Canadian Locals (French) <https://attendee.gotowebinar.com/recording/4995237866568835083>

IATSE Staff Training

The first-ever virtual IATSE Staff Training was held via Zoom from March 17-19, 2021. President Loeb and General Secretary-Treasurer Wood personally took part in the sessions which were held for all IATSE International Representatives, Vice Presidents, and key department staff. This training had at its centerpiece understanding the historical, social, and economic causes of racism, oppression, and white supremacy in our society, and also an examination of each individual participant's personal ideas and feelings around these important topics. The goal was to be able to recognize areas where we could build bridges, break down walls, create opportunity, and sow seeds of reconciliation in our union. In taking part in these learning sessions over three days, the IATSE leadership team was fulfilling part of the diversity, equity, and inclusion plan created by our union's DEI committee.

Trade Shows

USITT

Each spring, the Education and Training Department participates in the annual USITT Conference and Tradeshow. Of course, the event was cancelled in 2020, but came back strong online in 2021 with the "2021 USITT Virtually Anywhere Conference", which was presented live March 8-12, 2021. The IATSE sponsored a virtual booth, which was staffed by IATSE Representatives and Education Department staff. The platform permitted live chatting and video chats between booth staff and attendees, and allowed outreach to students, teachers, IATSE members, and other professionals in attendance. On March 10, 2021, at the conference, the IATSE presented a virtual education session, "Passion and Pay: Why Unions Matter", which served as a roll-out of our new version of that course.

The virtual conference was quite different from the in-person USITT event, at which the International had a presence with booths and education sessions in both 2018 and 2019. The IA plans to return, in-person with more education and outreach for USITT 2022, which will be held in Baltimore, Maryland from March 2-5, 2022. The Department has also taken part in USITT's online webinar, summer series "Follow-up Fridays." The series' aim is to create a space where USITT exhibitors and attendees can stay connected and "continue the conversation" from USITT 2021. In early July, the Department presented Ladder Safety Basics to a virtual group of USITT members.

AVIXA/InfoComm

The InfoComm Conference and Tradeshow will once again be held in-person at the Orange County Convention Center in Orlando, Florida from October 23-29, 2021. Providing that it remains safe to do so, the IATSE will host an in-person booth on the tradeshow floor. The IATSE will also sponsor a panel in coordination with the Behind the Scenes Mental Health and Suicide Prevention Initiative, so that all in attendance can learn more about this important safety concern.

The IATSE TTF/AVIXA partnership includes Premium Membership and free global trade show access. IATSE members interested in attending the InfoComm 2021 Tradeshow can register for AVIXA membership through the IATSE Training Trust Fund website. AVIXA provides IATSE members with a unique promo code to register for the event: IATSE

Craft Skills And Safety

IATSE Craft Advancement Program (ICAP)

The members of the ICAP include 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 to advise and assist the Training Trust Fund, serve as liaison to industry and safety organizations such as ESTA, OSHA, and USITT, collaborate on standards that affect our work, and teach and advise widely throughout the union and the industry.

OSHA/IATSE/USITT Alliance

The OSHA/IATSE/USITT Alliance is a coalition that works to improve and protect the health and safety of workers in the entertainment industry. The mission of this Alliance is to ensure that entertainment industry work is represented and incorporated into health and safety

regulations and to provide better access to workplace safety and health tools and information, guidance, and training.

Safe + Sound Week will take place from August 9-15, 2021. To help Locals and members observe the week, the IATSE Education and Training Department will host a series of safety and health-related webinars. Local unions are encouraged to participate in Safe + Sound Week by scheduling their own classes and/or posting safety reminders on social media, bulletin boards, and in Local newsletters. Safe + Sound is not just a weeklong effort, Safe + Sound is a year-round OSHA campaign with the goal of ensuring that every workplace establishes an occupational safety and health program.

In addition to Safe + Sound Week, OSHA holds and promotes several other reoccurring safety and health events, observances, and campaigns that all IATSE workers are encouraged to embrace. Participating in the observances/campaigns helps to keep safety and training at the forefront of our activities every day, promoting awareness and safety activism.

- OSHA's Heat Illness Prevention Campaign is a yearlong campaign that focuses on educating workers about the dangers of working in the heat, as well as the signs and symptoms associated with heat-related illness. To observe this campaign, the Department partnered with Providence St. Joseph Medical Center of Burbank, CA to host a "Heat Illness Prevention" webinar on Wednesday, June 23, 2021.

- Workers' Memorial Day (USA)/ National Day of Mourning/Moment of Silence (Canada) is an annual observance, held on April 28. This day is a time of remembrance, for workers who have been killed or injured on the job. This year, on Wednesday, April 28, 2021 at 10:00 am PDT/1:00 pm EDT, President Loeb, united our union via Zoom in an online moment of silence.

Safety and Health Week, formerly known as North American Occupational Safety and Health Week (NAOSH) is an annual weeklong safety observance. The purpose of the campaign is to raise safety and health awareness in workplaces throughout Canada, the United States, and Mexico.

Through this alliance, the International has an enhanced ability to provide workers the most up-to-date and accurate safety information available in the US, and also to make sure that the OSHA personnel responsible for workplace safety understand the industry and the IA crafts. The Education and Training Department regularly collaborates with the Communications Department to promote classes and maximize attendance, increase

awareness of safety observances and available trainings, and encourage the use of safety tools and resources offered through the union. The IATSE's biannual OSHA Alliance Report, which tracks our total OSHA outreach from October 1, 2020 to March 31, 2021 showed that during that 6-month period the IATSE held a total of 40 safety and health-related trainings/webinars, and 108 safety-related communications were distributed through the IATSE Communications Department.

Entertainment Technician Certification Program (ETCP)

The Entertainment Technician Certification Program recognizes individuals who have demonstrated the highest levels of knowledge, skills, and abilities in specific entertainment technology disciplines. By providing a thorough, independent assessment of aptitude, ETCP strives to enhance safety, improve performance, stimulate training, reduce workplace risk, and give due recognition to the professional skills of entertainment technicians.

The Training Trust Fund continues to reimburse workers who pass any of the ETCP certification tests. IATSE Local unions must continually urge qualified members to take the test, and Locals should also organize the certified workers in their jurisdictions. It is paramount that the safest technicians, be IATSE technicians.

IATSE Training Trust Fund

As 2020 began, there was already a healthy menu of online programs and courses available to IATSE workers through the TTF. Those included: LinkedIn Learning (LIL), TTF Safety First!, MPTV Online Safety courses, and AVIXA memberships. When COVID-19 shuttered the industries in which we work in and forced much of the IATSE workforce to shelter at home, the TTF increased its focus on bringing IATSE workers even more distance learning training opportunities and resources and digitized some that were previously in-person only.

TTF Safety First!

TTF Safety First! is a series of online interactive safety courses offered by the IATSE Training Trust Fund. The twenty available modules promote safe working conditions by providing information, tools, and resources to recognize potential hazards and minimize risks. Case studies from the various crafts are included, making the curriculum relevant across the IATSE workforce.

Two new courses have been added to the TTF Safety First Curriculum since the last GEB meeting.

- Recommended Sanitation Practices for Makeup and Hair. This course was designed to help artists and stylists learn how to implement sanitation best practices into their daily process to ensure the health and safety of themselves and the performers they work with.

- NEW! Wardrobe and Costume Department Safety. “Wardrobe and Costume Department Safety” is a safety awareness course that was developed to provide wardrobe and costume workers with information regarding craft-specific safety and health hazards that may occur in the workplace. Topics include Ergonomics, Fall Prevention, Small Space Awareness, Electrical Safety, Chemical Protection and Sanitation Practices, including safe laundry practices, and more.

Digital Literacy/Networking

The TTF has added a new distance-learning course in partnership with AVIXA: Networking Technology. This online course was designed by AVIXA to accommodate AV professionals who design, implement, maintain or manage networked AV systems, but it can be useful for any AV professional who wants to stay ahead of emerging AV technologies. Participants learn the basics of networking from an AV perspective, while gaining the tools you need to have a meaningful conversation with your IT peers. This course is being offered on three separate occasions between August and November and members of all Locals needing the training are invited to apply.

Computer Essentials

COVID-19 proved how crucial a skill computer literacy is in both our personal and professional lives. Computer Essentials was designed to provide IATSE workers with the information necessary to perform simple tasks on their computer like gaining access to the Internet, creating, and maintaining email accounts for personal and professional use, and downloading and using common writing and editing applications. It is also a first steppingstone to more advanced digital and audio visual training.

The two-day training is structured for use by local union trainers and can be customized to meet a Local’s particular needs.

TTF Zoom Training

Knowledge of Zoom and other online training platforms is an essential skill for Locals interested in running distance learning/training programs. This summer, the IATSE Training Trust Fund began offering

a “How to Use Zoom” training for local union trainers who wish to become more confident and familiar with this key online training platform.

LinkedIn Learning

Through this subscription active IATSE members and those working under IA agreements have free, unlimited access to the LinkedIn Learning online library of high-quality instructional videos across a wide spectrum of technologies. Over 16,678 people held IATSE LinkedIn Learning subscriptions through the TTF at year-end, 2020. LinkedIn Learning subscribers are able to take courses in a huge array of topics from audio visual and computer courses to trainings on Diversity, Inclusion and Belonging, to name just a few. This is a fantastic resource, and all members are urged to take advantage of these courses.

Overall, the reach and success of the Training Trust Fund continues to grow. In 2020 more than 39,542 workers were reached with over 97,076 courses and over 109,165 training hours. As of December 31, 2020, since its inception in 2011, almost 111,000 workers have been reached with 201,683 courses and over 658,850 training hours. Over 766 people have completed various Train the Trainer: Teaching Techniques courses. Over 16,678 IATSE workers have LinkedIn Learning subscriptions through the LIL/TTF partnership, and the TTF has reimbursed for over 950 industry certifications. Impressively, the TTF has had more than 2500 signatory employers since 2011 (with 1,159 of those employers still active).

Train the Trainer

On March 17-19, 2021, the IATSE Training Trust Fund held its first-ever, distance learning Train the Trainer course—Train the Trainer: Training Techniques and Course Development. The class was then offered again in May. The new and improved course combines important elements of the TTT: Teaching Techniques course with an updated Course Development workshop. It includes review and practical application of the topics covered in the original, in-person Train the Trainer course; approaches to training-specific content including active learning and critical thinking techniques for in-person and online delivery; online facilitation techniques; selecting materials that connect the learner to content in a meaningful way; and hands-on practice designing outlines and lesson plans. Two sessions of this training will be offered in the fall: September 15-17, 2021 and December 1-3, 2021

Interested Locals should visit the IATSE Training Trust Funds website for more information: <https://>

www.iatsetrainingtrust.org/train-the-trainer-course-development

Mental Health: Behind the Scenes Suicide Prevention and Emotional Wellness Initiative

Behind the Scenes is an industry charity that provides financial assistance to entertainment workers requiring it due to serious illness or injury. There is great demand for these programs, and in the fall of 2019, in response to concerns about the rising number of suicides and the prevalence of alcohol/substance misuse within our industry, BTS began work on a suicide prevention and emotional wellness initiative. The goal of the initiative is to provide easily accessible education and resources to members of the entertainment technology industry.

Mental Health First Aid. In March of 2021, the Behind the Scenes Mental Health and Suicide Prevention Initiative announced a new resource for IATSE workers. Mental Health First Aid is a training course that gives workers the skills they need to reach out and provide initial help and support to someone who may be developing a mental health or substance use problem, or experiencing a crisis, and help connect them to the appropriate care. Upon completing the course, members will become a certified Mental Health First Aider which is valid for three years.

The Behind the Scenes Foundation reported that, as of June 1, 2021, IATSE members make up 84% of Mental Health First Aid course attendees, with 159 IATSE members from 52 different Locals having completed the training. Interested US members can find course schedules and registration information on the Behind-the-Scenes website: btshelp.org/mhfa. Training for Canadians is available through the Actors Fund of Canada: <https://afchelps.ca/mhfa/>.

The cost of both the U.S. and Canadian certifications can be reimbursed, upon successful completion, by the IATSE Training Trust Fund. Information regarding certification reimbursement can be found on the IATSE Training Trust Fund website: <https://www.iatsetrainingtrust.org/certification-reimbursement>.

From the beginning, the IATSE International has been a primary stakeholder in developing the Behind the Scenes Mental Health and Suicide Prevention Initiative. IATSE Education and Training Director, Patricia White, and Local 849 Business Agent, Shelley Bibby, are the IATSE Representatives to the Steering Committee.

So far, results have been positive. Finding help when going through a difficult time can be overwhelming. The initiative seeks to provide links and tools with a simple,

straightforward way for you to find assistance. For more information, visit the Behind the Scenes website: btshelp.org/mentalhealth

Student Outreach

Student outreach initiatives are designed to include the workers of the future, who are diverse, digitally literate, and eager to be part of our industry. With an invigorated societal and industry focus on having a workforce that resembles the demographics of Canada and the United States, these programs that widen the gateway to IATSE crafts are increasingly important.

Roundabout Theatre Company Partnership

For the past eight years, the IATSE has partnered with The Roundabout Theatre Company to collaborate on two innovative programs that reach out to New York City's school population.

Hidden Career Path Days are designed to bring the crafts of IATSE workers centerstage, to enhance high school students' appreciation of and exposure to careers in technical theater, to equip them with knowledge of the skills required and pathways possible to pursue those careers, and to educate them about the IATSE and why unions are important. Sidelined by the pandemic, Hidden Career Path Days have been reborn in April 2021, with recorded presentations by IATSE workers for use in the New York City public schools. These new video resources will expand the reach of the program and remain useful even once field trips and live Hidden Career Path Days are once again possible.

A natural evolution of Hidden Career Path Days, the Theatrical Workforce Development Program (TWDP) keeps young people with a passion and aptitude for technical theatre moving on the path to good jobs by training them to become entry-level IATSE theatre technicians. Most TWDP fellows do not have a connection to the industry through friends and family, or professional relationships that come through traditional four-year technical theatre degree programs. Mentors are the vital link to the industry for these aspiring theater technicians.

The program welcomed its fourth cohort of fellows in the Fall of 2019. The shift from classroom learning to work calls with non-union employment partners was cut short when, in March of 2020, it became necessary to move all training online. This past Fall, with COVID-19 precautions in place, they were able to resume some training in person. Each student in cohort 4 has been matched with an IATSE mentor and is assigned to an internship at a non-union venue. While the pandemic has

exposed systemic inequities in our society and forced an extended intermission from live theatrical events, the current focus on diversity, equity and inclusion shines a light on the importance of programs like the Theatrical Workforce Development Program. IATSE mentors help ensure that when this intermission is over, these students will have a chance to reach their potential doing work they love.

Outreach Presentation: "Passion and Pay"

Passion and Pay: Why Unions Matter is a presentation developed by the IATSE Education and Training Department as a resource for IATSE local unions to use to inform and enlighten their communities.

There are versions for both Canadian and US Locals. Interested local union officers may request a copy from the Education Department, in the IATSE General Office. The Education and Training Department and IATSE Representatives also give presentations and support to other organizations and schools as resources permit.

President Loeb expressed his appreciation to Director White, the Education Department and the Training Trust Fund for doubling down on their training and engagement with members during the COVID-19 shutdowns. He remarked that the course offerings allowed members to stay, connected, enhance their skills or learn new ones. He commended the Department for the consistent quality of work, which is a success story.

IATSE BROADCAST DEPARTMENT

After significant effort to secure a bargaining partner in the face of existing employer intransigence, the Department was able to conclude the first contract for work in south Florida. Significant gains in economics and conditions, including annual rate increases and health, annuity and pension contributions that grow throughout life of the contract.

After many setbacks, both COVID-19 related and otherwise, Los Angeles Area broadcast freelancers narrowly approved a new contract with Program Productions Inc.

The Department, Local 119, Bay Area, and the Local 119 Bargaining committee pushed forward with a new approach to a successor contract with a longstanding bargaining partner SAAMCO. The company, however, announced recently the transfer of their operations to PPI. The Department has reached out to PPI to continue the progress made with SAAMCO before the asset transfer was announced.

Preparations continued throughout the first half of the year for negotiations regarding the five-jurisdiction contract with the Bally's/Sinclair (formerly FOX) RSN group. Negotiation committees have presented proposals and initial discussions have begun, which included the Department's first post-COVID in-person meetings. Negotiations will begin in person in Los Angeles in mid-August and are expected to continue with a mixture of in-person and teleconferenced sessions.

Significant work was done in various parts of the country to resolve issues involving new COVID-related workflows which conflict with previously negotiated contracts.

The IA's relationship with Golf Channel continues to evolve. Changes in upper management and at NBC labor relations, along with a continued reliance by the Union on fact-based arguments has allowed each side to move past animosities and find paths to resolve longstanding issues and collaborate on new initiatives.

Included in the work done with Golf Channel is a proposal by the Golf Channel Women's Committee to increase opportunities for women to access work in all IATSE covered crafts. The proposal has been met with a positive reaction from the employer and we continue to work with them on the implementation of the plan.

Organizing efforts continue in both new and existing markets. New contracts for work in Texas and Florida increased employment opportunities for IATSE represented workers. Grassroots organizing in new markets and markets where the percentage of work currently covered is small is showing progress. A longstanding effort with the National Hot Rod Association entered new phase with an adverse judicial decision, but the unit is ready to continue the fight.

The Department is working with the Broadcast Locals to serve their members, including monitoring COVID-19 compliance in the different regions under IATSE jurisdiction. Work is also being done with the Golf Channel bargaining unit and the South Florida bargaining unit. Both units have had charters granted (Golf Channel is Local 444 and South Florida is Local 305) and the Department is assisting them to establish their new Locals.

The Department worked with Locals, individual members and the National Benefit Funds to deal with issues surrounding the transition of many covered members from regular coverage to COBRA to allow covered individuals to take advantage of the American Rescue Plan's full COBRA subsidy.

Outreach to bargaining units at local TV stations continues. While this is challenging, the Department believes that continued support from the International can be an important resource for many of these stations.

Whether through education, outreach to various communities within the IATSE, or to organizations outside of the IATSE but with impact within the broadcast world, Department members continue to work to improve their ability to represent IA members and understand the trends that shape our industry.

President Loeb commended the Department, the Locals and members for their diligent efforts in resuming work safely. He highlighted the Department's ongoing organizing campaigns which are securing more work for members. He observed that the Representatives in the Department are amongst the best in the industry and serve the International and its Locals extremely well.

IATSE CANADIAN AFFAIRS REPORT

International Vice President and Director of Canadian Affairs John Lewis reported to the General Executive Board on Canadian matters since the 2021 Mid-Winter General Executive Board meetings.

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 the dedication of International Representative Krista Hurdon. Lobbying efforts to date have focused 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, the Canadian Department's efforts have been focussed on the maintenance of income support benefits for members working in the live production and trade show industries.

As previously reported, 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. After successfully lobbying for numerous extensions to the CERB, the benefit has now come to an end but has been replaced by the Canada Recovery Benefit (CRB). The CRB is a \$500 per week income support initially available to workers, including freelance workers, for a maximum of 26 weeks concluding at the end of March 2021. Lobbying efforts resulted in a first extension of the CRB to the end of June 2021 and a

second extension until the end of September 2021, with the last 8 weeks of the income support benefit being capped at \$300 per week. The Canadian Department continues to lobby for a further extension of the CRB at the \$500 per week level in an effort to provide further income support for members working in the live performance and event industries.

The Canadian Department has also maintained its focused lobbying efforts related to the Federal Government's Bill C-10, an Act to Amend the Broadcasting Act. IATSE representatives have been meeting with high level Federal Government officials to ensure that IATSE members' views and interests, which are not entirely aligned with other unions and guilds, are taken into consideration. The Canadian Department is pleased to note that the most current version of the Act, which was passed by the House of Commons and is currently before Committee in the Senate, recognizes Canada's long history of supporting the creation of, and access to, Canadian film, music, television, and digital media programming, while also facilitating the Canadian entertainment industry's access to foreign content. Proposed amendments to the Act also focus on the content streaming industry and, among other things, contemplate the implementation of Canadian content requirements as well. With the prospect of a federal election in late summer and/or early fall on the horizon, it is unlikely Bill C-10 will become law before the election.

COVID-19 Related Work

The entire Department continues to work closely with Locals across the country to address any and all issues that arise during these truly unprecedented times. More recently, the IATSE joined Faster, Together, a task force aimed at tackling vaccine hesitancy in Canada that is chaired by Bruce Anderson, Chairman of Abacus Data and Hassan Yussuff, the recently retired President of the Canadian Labour Congress. Task force members include various government and private sector organizations as well as unions and employers. The task force has conducted public opinion research with the assistance of Canada Life and the Health and Insurance Association and is now using that research to launch and pursue a national social media-based campaign aimed at reducing vaccine hesitancy. Current polling indicates the campaign is getting traction and translating into marked increases in the number of Canadians getting vaccinated.

Organizing

As previously reported at the Mid-Winter General Executive Board meetings, IATSE Canada continues to aggressively pursue organizing opportunities during the

COVID-19 Pandemic. A summary of those initiatives is set out below.

Local 63 – Winnipeg, Manitoba, Stage

In April 2021, Royal Winnipeg Ballet wardrobe department workers voted to join and be represented by Local 63 in their employment. Efforts are now under way to commence bargaining a first collective agreement.

Local 58 – Toronto, Ontario, Stage

Local 58 has a longstanding collective agreement with the Board of Governors of Exhibition Place – a 192-acre urban waterfront site that is the home to, among other venues, a number of conference and tradeshow facilities including the Enercare Centre and Beanfield Centre as well as the Coca-Cola Coliseum (the AHL Toronto Marlies home arena), BMO Field (the MLS TFC and CFL Toronto Argonauts home field), the OVO Centre (the NBA's Toronto Raptors practice facility), the Government Building (which is the home of Medieval Times), and Hotel X, which is a luxury hotel and part of the Library Hotel Collection based out of New York City.

Hotel X has refused to allow Local 58 members to perform any bargaining unit work covered by the Local's collective agreement with Exhibition Place since the Local settled a three-year renewal collective agreement Exhibition Place following a four-month lockout in November 2018. The Local responded with a series of grievances against Exhibition Place that were vigorously disputed and gave rise to several arbitration hearing dates as well as a judicial review application before the Ontario Superior Court of Justice. At each stage of the litigation, the Local was successful in defending its work jurisdiction and claim to the audio-visual work performed at Hotel X.

With no end to the litigation in sight, the Local engaged in “without prejudice” discussions with Exhibition Place, Hotel X and Overactive Media Corporation to canvass alternatives to the Local's claims to work performed at Hotel X. After several months of discussions, the Local was able to secure bargaining rights for a 7,000 soft seat venue to be constructed on Exhibition Place grounds. It will be the home to Overactive Media Corporation's two international E-sports Toronto franchises, Toronto Defiant and Toronto Ultra, as well as a uniquely positioned mid-size concert venue that will attract premier talent acts to the city. Based on current projections, the new venue - which will be completed in 2025 and involve a \$500 million construction budget - will give rise to anywhere from 150 to 200 e-sports and entertainment events at which Local 58 members will be engaged. The terms

of this arrangement also include the Local's receipt of a significant upfront monetary sum to cover its legal fees and damages arising from its grievances as well as significant yearly payments to compensate the Local for lost work opportunities until the new venue is constructed and operational. In addition, the Local was able to secure an agreement with Exhibition Place that will allow the parties to enter into bargaining for a three-year renewal agreement of their collective agreement, which expires on December 31, 2021, with the peace of mind that any bargaining impasses will be referred to interest arbitration and not give rise to a strike or lockout.

Local B-778, Vancouver, British Columbia, Arts and Cultural Workers

The recently chartered Arts and Cultural Workers Union, Local B-778 has continued to enjoy organizing successes. In late January 2021, Local B-778 was certified as the exclusive bargaining agent for employees of Cineworks, an artist-run production and exhibition centre that supports independent filmmakers and media artists. The Local is now in the process of bargaining a first collective agreement. The Local also recently settled recently settled and ratified a first collective agreement for employees of Vancouver's Contemporary Art Gallery, following its certification as exclusive bargaining agent for an all-employee unit in August 2020. Highlights of the 3-year agreement include the inclusion of contractors, a signing bonus per employee, general wage increases in each year, with some classifications achieving significant increases in the first year of the agreement.

Collective Bargaining

Local B-173 – Toronto & Hamilton, Ontario – Front of House

Local B-173 recently settled and ratified a first collective agreement for front-of-house workers employed with the National Ballet of Canada following its certification as exclusive bargaining agent back in May 2020. Highlights of the 3-year agreement include wage equalization for all categories including significant wage increases for some classifications, employer contributions to employee retirement savings plans, paid sick days, minimum call and shift cancellation guarantees, a health spending account and overall wage increases over the term of the agreement.

Local B-173 also recently settled and ratified a first collective agreement for front-of-house workers employed with Rogers Hot Docs Cinema following its certification as exclusive bargaining agent back in March 2020. Highlights of the 3-year agreement include wage

increases wage increases over the life of the agreement, employer contributions to employee retirement savings plans, minimum call and cancellation guarantees and taxi reimbursements for early and late shifts.

Local 461, St. Catharines, Ontario, Stage

Local 461 recently settled and ratified its third renewal collective agreement for employees employed with the FirstOntario Performing Arts Centre. Highlights of the short-term agreement to weather the pandemic include general wage increases upon ratification and an additional increase effective July 1, 2021, an improved overtime structure with daily overtime after 8 hours in addition to the existing weekly overtime, the introduction of meal penalties and the elimination of lower tiered wage rates for community events that, in some cases, gave rise to a drastic reduction in the regular wage rates.

Local 129, Hamilton, Ontario, Stage and Local 828, Hamilton, Ontario, Scenic Art

Local 129 and Local 828 recently settled and ratified respective renewal collective agreements for employees employed with Great Lakes Scenic Studios, a 40,000 square foot fabrication shop specializing in theatrical scenery, soft goods, retail and museum display as well as cruise ship and parade work. Highlights of the respective 3-year agreements include the introduction of a workplace harassment policy, the introduction of up to three paid days off per year and the introduction of language that improves employee entitlement to recall following a lay-off.

Film and Television

National statistics for the film and television industry in Canada indicate historical production trends are continuing despite the COVID-19 Pandemic. Total production levels (pre-COVID) reached \$9.3 billion. Domestic production levels were down by 12% to \$2.92 billion while foreign location service production was up by 8% to \$5.25 billion. British Columbia and Ontario continue to be the busiest provinces, representing nearly 70% of all production volume in Canada and 74% of all foreign location service production. Production volumes across all Locals across Canada have hit all-time highs since returning from the 6-month COVID-19 shutdown. Nearly every film and television production center in Canada is experiencing higher than normal production volumes since returning to work in August of 2020.

Local 634, Northern Ontario, Mixed

The Canadian Department continues to work with

Local 634 to secure work jurisdiction in Northern Ontario and the City of Ottawa. Most recently, the Department assisted Local 634 in securing an agreement with NABET that will allow Local 634 to continue to represent film technicians working on the upcoming Season 7 of Letterkenny. This is a result of the Local's successful representation of film technicians working on Season 6 after taking on the bargaining rights for the series from NABET following a settlement of a Local 634 certification application and a NABET unfair labour practice complaint back in 2019. In addition, the Department, along with Locals 873, 667 and 411, assisted both Local 634 and Local 873 to secure collective agreements with the Resident Evil franchise that will be shooting the newest installment in Northern Ontario and the Toronto area.

Local 873, Toronto, Ontario, Film

Local 873 settled and ratified a 3-year renewal of its long-term collective agreement with the AMPTP on March 31, 2021. Highlights of the renewal agreement include annual wage increases in each year of the agreement, an additional hourly increase for all transportation department categories in the first year, a restructuring of the Supplemental Agreement resulting in wage increases in each of seasons 2 and 4 of a cable television series, feature film rates and conditions now applicable to high budget SVOD projects (of 96 minutes or more with a budget over \$41 million that are made for streaming services with over 20 million subscribers), three days paid sick leave each year, employer contribution increases to the Local 873 Training Centre, the introduction of direct deposit payroll processes and the introduction of diversity and inclusion initiatives.

British Columbia Film Council (IATSE Local 891, 669 and Teamsters Local 155)

The BC Council's negotiations for a renewal of the Council's BC Master collective agreement with the AMPTP that expired on March 31 remains ongoing. Bargaining for an extension of the Return To Work protocols which also expired on March 31 remains ongoing as well. In June, the parties participated in non-binding mediation facilitated by the BC Labour Relations Board. The parties now await the receipt of the mediator's non-binding recommendations which are expected to be released in early August.

Mergers

January 1, 2021 saw the commencement of the charter for the Associated Designers of Canada IATSE Local 659. The Canadian Department has been working

with Local 659 to address any questions arising from the merger and to also introduce the Local to the IA's film Locals across the country and identify work opportunities for its members. The Department will be assisting ADC Local 659 in its upcoming negotiations for a renewal agreement with the Professional Association of Canadian Theatres.

The beginning of the year also saw the formal mergers of IATSE Locals 514, 667 and AQTIS into AQTIS Local 514 IATSE in the Province of Quebec. The Canadian Department continues to work with the leadership of the new Local 514 to assist in the merging of the organizations' respective political and administrative functions.

Canadian National Health Plan

The IATSE Canadian National Health Plan was renewed on July 1, 2021. The Plan covers nineteen Locals, two staff plans and one non-IATSE group. There are 27,727 covered members and their families with an estimated annual cost of \$45.5 million for the coming year. Highlights of the Plan renewal include an overall 1% reduction in the annual premium, a 0% increase for all stage Locals in light of the challenges arising from the COVID-19 pandemic, decreased expense costs for Refund Life, Short Term Disability, health and dental benefits, as well as decreased costs for ASO STD, and health and dental benefits for taxable Long Term Disability plans.

Canadian Entertainment Industry Retirement Plan (CEIRP)

The CEIRP continues to grow with plan assets approaching \$900 million and enrollment of 28,000 people. Starting in July 2021, CEIRP began offering the Registered Education Savings Plan (RESP) to all members. This is an additional voluntary investment option provided by Canada Life. The RESP is a "tax-advantaged" savings program designed to help Canadians save for a child's (or grandchild's) post-secondary education. In addition to tax advantages, the other big advantage of opening an RESP is additional contributions from the federal government. The government matches 20% of any RESP contributions up to \$2,500 per account per year.

Canadian Labour Congress Convention

The IATSE took a particularly active role in this year's CLC Convention in order to support IATSE CLC Delegate Siobhan Vipond's candidacy for one of the Executive Vice President positions. Vipond was part of Team Unite, which included Beatrice Bruske

from the UFCW running for President and Lily Chang from CUPE running for Secretary-Treasurer. Due to COVID-19, the CLC Convention was delayed for more than a year but was eventually held virtually in June 2021. President Loeb appointed Representative Jeremy Salter to act as Vipond's campaign manager. Many of the major unions officially endorsed Team Unite, including Steel, CWA, Machinists, ATU, IBEW, ACTRA and PSAC. The IATSE had its largest number of delegates attending, with 54 delegates from local unions across the country participating in the Convention. The members of Team Unite won their respective elections with an overwhelming majority of support of the Convention delegates. Vipond's election marks the first time an IATSE member from either country has ever held a full-time officer position in a national labour body.

Diversity and Inclusion Efforts

The IATSE's commitment to and support of diversity and inclusion initiatives is taking shape at the Local level as the following examples illustrate.

Local 873, Toronto, Ontario, Film

Local 873 partnered with the City of Toronto and CEE, a community engagement organization to recruit Black/African Canadian candidates between the ages of 18 to 30. CEE screens and selects thirty candidates each year and provides soft skills training and support to those candidates while Local 873 provides all craft specific training, including: Set Dec, Props, Grip, Electric, Film Industry Orientation, Propane, working at heights and aerial platforms. After the training, each person will be placed on a Local 873 signatory production for 5 to 6 weeks working under the terms and conditions of a Local 873 collective agreement as a permit worker. The completion of training and days worked will be considered towards Union membership requirements for all candidates who successfully complete the program.

Local 212, Calgary, Alberta, Stage

Local 212 is currently investigating the prospect of forming a partnership with Creatives Empowered to help recruit and train Albertans from BIPOC communities. Creatives Empowered's mission is to create a more equitable cultural sector that accurately reflects the world we live in through the elimination of systemic racism within arts and culture, and the exploration and encouragement of new and diverse ways of creating works that are inherently non-colonial.

In addition, Local 212 partnered with a local Black-owned hair salon to have their stylists teach an online

“textured hair fundamentals” course. The response from members was so positive that a second, more advanced course taught on the hair salon premises took place.

*Local 822, Toronto, Ontario –
Wardrobe, Hair and Make-up*

Local 822 took the downtime that COVID-19 presented to offer a socially-distanced, in-person training course on textured hair styling to multiple cohorts of members. It was taught by Erica Croft, a Black member of Local 357 with extensive textured hair experience.

Truth and Reconciliation

Bill C-5, a federal act amending various federal acts including the Canada Labour Code, created a new holiday for employees working in federally regulated workplaces beginning in 2021 and continuing every September 30 thereafter. The new holiday is to be called National Day for Truth and Reconciliation. The choice of September 30 builds on the grassroots momentum of Orange Shirt Day, which is already observed by millions of Canadians as a day to remember the legacy of residential schools and move forward with reconciliation. The National Day for Truth and Reconciliation was introduced as one of the 94 recommendations of the Truth and Reconciliation Commission and is intended to honour survivors of residential schools and their families and communities, and to ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process. On September 30, Canadians are meant to reflect and educate themselves about the issues still facing Indigenous communities, and how so many of these issues are directly related to the residential school system.

Following a recommendation from Local 828 President Nina Hartt, the Canadian Office was able to identify a course offered by Reconciliation Education that is available in English and French and that was created through a partnership involving the First Nations University of Canada, Indigenous Education: The National Centre for Collaboration, and the Aboriginal Healing Foundation. The course features ten interactive modules that provide anti-racist training on the basic foundations of reconciliation. It will initially be made available through funding approved by the General Executive Board to one hundred IATSE members, with the possibility of additional funding being made available as required.

President Loeb thanked Vice President Lewis and the Canadian Department members for all of their hard work.

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 has nominated two union-side labor attorneys to serve on the Board: Gwynne Wilcox, a partner at the Levy Ratner firm in New York City, and Dave Prouty, who currently serves as general counsel to SEIU Local 32BJ, also in New York City. Wilcox would fill a vacant seat on the Board, while Prouty would replace Republican appointee William Emanuel, when his term expires in August. Both nominees received Senate committee confirmation hearings last week and today the committee voted to advance their nominations. If confirmed by the full Senate, Wilcox and Prouty would give the Democrats a 3-2 majority on the NLRB for the first time since 2017.

On February 17, 2021, President Biden nominated Jennifer Abruzzo as the General Counsel of the NLRB. The NLRB General Counsel has wide-latitude in determining the types of cases pursued by the agency. Abruzzo previously served as NLRB Deputy General Counsel during the Obama Administration. Republicans, upset over President Biden’s termination of Trump NLRB General Counsel Peter Robb, strongly opposed Abruzzo’s nomination. However, General Counsel Dulaney was pleased to report that on July 23, 2021, the full US Senate approved Abruzzo’s nomination on a party-line vote, with Vice President Kamala Harris breaking a 50-50 tie. Abruzzo becomes the first woman to serve as NLRB General Counsel.

Abruzzo will replace Acting NLRB General Counsel Peter Sung Ohr. Ohr rescinded a number of General Counsel Memoranda issued by former NLRB General Counsel Peter Robb, a Trump appointee. These Memoranda directed the NLRB’s Regions to seek out certain types of cases in order to make new law that was more favorable to employers.

The still Republican-controlled NLRB has issued several noteworthy decisions since the last Board meeting. In *SW Design School, LLC*, 370 NLRB No. 77 (2021), the NLRB concluded that an employer acted unlawfully when it terminated an employee for violating its policy prohibiting employees from discussing their

wages with each other. The Board observed that the “right of employees to discuss their wages and terms and conditions of employment with each other is a core substantive right protected by the [National Labor Relations] Act.”

In *Asociacion de Empleados del Estado Libre Asociado de Puerto Rico*, 370 NLRB No. 71 (2021), the union’s collective bargaining agreement included annual formulas for calculating a Christmas bonus that was larger than the amount required by Puerto Rican law. After the contract expired, the employer paid out only the minimum bonus amount required by the law. The NLRB found that the contract modified the bonus only for the specific years set forth in the contract and the employer was therefore permitted to provide only the minimum amount once the contract expired. In her dissent, Chairman McFerran stated that the NLRB’s “Scrooge-like outcome cannot possibly be reconciled with the Employer’s statutory duty to preserve the status quo (much less the Christmas spirit).” Local Unions should be mindful of tying contractual rights and benefits to specific calendar years, as those benefits may not survive contract expiration.

In *Castro Valley Animal Hospital, Inc.*, 370 NLRB No. 80 (2021), an employer demanded that employees sign a statement indicating that they had always received proper meal breaks. One employee refused to sign the statement and then demanded copies of her employment records. In response, the employer fired the employee and filed two false police reports accusing the employee of theft. The NLRB found that the employer violated federal labor law by discharging the employee and falsely reporting her to the police in retaliation for engaging in activities that are protected by the National Labor Relations Act.

In *FDRLST Media, LLC*, 370 NLRB No. 49 (2021), an executive with the conservative publication “The Federalist” tweeted the following: “FYI @fdrlst first one of you tries to unionize I swear I’ll send you back to the salt mine.” The NLRB found the tweet unlawful because a reasonable employee would view the tweet as expressing an intent to take adverse action against any employee that tried to unionize the publication. The NLRB rejected the employer’s argument that the tweet was satire and merely an expression of a personal viewpoint.

Finally, in *United Pulse Trading*, 370 NLRB No. 134 (2021), a union filed a petition to represent a group of workers at a food processing facility. In response, the employer informed its employees that it was suspending annual performance reviews and that it would not be giving merit pay increases until after the union election because the raises could be misconstrued as “bribes”.

When faced with a union organizing drive, employers must maintain the “status quo” until the question of union representation has been determined. The union alleged that the employer violated the status quo by refusing to grant the annual merit pay increases after the union filed its petition. The NLRB disagreed, finding that the employer did not have a clearly defined and fixed pattern for granting the increases. In other words, the merit pay increases were not part of the “status quo” that the employer was required to maintain.

United States Supreme Court

Next, General Counsel Dulaney updated the GEB on developments at the United States Supreme Court.

In a 6-3 decision issued on June 23, 2021, the United States Supreme Court dealt another blow to the rights of working Americans. In *Cedar Point Nursery v. Hassid*, the Court was asked to rule on the constitutionality of a California law that permits union organizers to have brief access to agricultural workers at their worksite during non-work time. Agricultural workers in California have been, and continue to be, subject to terrible exploitation at the hands of farm owners. Importantly, agricultural workers are specifically excluded from the protections of federal labor laws. In 1975, California passed the California Labor Relations Act (CLRA) which gives these workers the right to organize into unions.

The Court found that portion of the CLRA that permits brief union access during non-work time to be unconstitutional based on something called the “Takings Clause” in the constitution. Essentially the Court found that these brief appearances by union organizers on the farms robs the property owner of their right to use their land and the landowner must therefore be compensated in some way for that loss.

The potential implications of this ruling are chilling. The enforcement of workplace safety laws depends on the government having brief access to private property to ensure that employers are in compliance with those laws. Further, the National Labor Relations Board has determined that union organizers are permitted to distribute literature and engage in other speech activities on private property under certain circumstances. The Court’s decision today could cast doubt on the legality of those activities, and we will therefore closely monitor any reverberations from this decision.

President Loeb thanked General Counsel Dulaney for her report. He noted that the changing situation at the NLRB aptly illustrates the importance of the Alliance’s political activities. Flipping control of the NLRB from Republican to Democratic control will have

important positive implications for IATSE members and their families. Sadly, the Supreme Court will remain in Republican control for the foreseeable future and the labor movement will continue to deal with adverse and anti-worker decisions. President Loeb concluded by thanking the Department for its work over the past six months and specifically thanked General Counsel Dulaney for coordinating those efforts.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political/Legislative Department Director Tyler McIntosh reported on IATSE's 2021 legislative achievements and progress on policy priorities, provided an update on engagement with the Biden administration, and reviewed new advocacy resources for the IATSE political program.

Introduction

The start of the 117th Congress brought the long-awaited legislative relief that IATSE fought nearly a year to win. Thanks to the collective political and legislative activism of IATSE members, and help from allies in Congress, IATSE's most urgent priorities for subsequent COVID-19 relief legislation was achieved.

That relief came on March 11, 2021 – exactly 50 days after President Biden was sworn into office – when the American Rescue Plan Act was signed into law and vital support was provided for IATSE members across the country. Shortly after the bill was signed into law President Loeb said, “the IATSE membership — like so many across this country — have endured far too much over the last year. The American Rescue Plan Act will reduce suffering for those most impacted and put our members closer to getting back to the careers they love.”

Legislative Update

Director McIntosh began the legislative update with an overview of the American Rescue Plan Act. The bill included every one of IATSE's stated priorities for subsequent COVID-19 relief legislation.

It extends the \$300 federal weekly unemployment supplement and pandemic unemployment programs through September 6; and makes the first \$10,200 of unemployment benefits non-taxable income for households with an adjusted gross income under \$150,000. It provides a 100% subsidy of COBRA premiums through the end of September and fully subsidizes Affordable Care Act coverage for those on Unemployment Insurance not eligible for COBRA.

It makes 501(c)(5) labor unions eligible for Paycheck Protection Program (PPP) forgivable loans. It protects the IA's healthy pension plans and delivered generational relief for the multiemployer pension system. It provided \$1,400 direct payments to individuals making less than \$75,000 and married couples making under \$150,000, as well as dependents; and partial payments for those making under \$80,000 and couples under \$160,000. It appropriates a total of \$445 million for the National Endowment for the Arts, National Endowment for the Humanities, and Corporation for Public Broadcasting; and an additional \$1.25 billion for the Shuttered Venue Operators Grant Program established by the Save Our Stages bill.

IATSE was instrumental in advocating for these provisions and was one of the driving forces behind increasing the COBRA subsidy from a proposed 85% to a full 100% and getting PPP access for labor unions. In recent years, the Department has been reporting on efforts to combat cuts and reforms to the multiemployer pension system that have been proposed and would have impacted the IATSE's healthy pension plans. The generational relief in this bill is \$86 billion in financial assistance provided to struggling multiemployer pension plans, to cover all benefits due through 2051, with no cuts. This law has guaranteed the retirement security promised to workers for the long-term and eliminated the immediate threats to IATSE members' retirement security.

IATSE released a statement upon the bill's passage applauding every member of Congress who voted to get IA members the relief they need to endure the remainder of the pandemic. President Loeb remarked, “we said from the beginning that the severity of this health crisis demands decisive action from our federal government. Saying this shouldn't be a partisan statement and yet, every Republican member of Congress chose to vote against the American Rescue Plan and tried to stand between us and meaningful COVID-19 relief.” This relief was only made possible because IATSE members turned out in November and elected a pro-worker trifecta, winning the Presidency and both chambers of Congress.

To educate the IATSE membership on the importance of this legislation and how it was made possible, President Loeb and Director McIntosh recorded a video explaining key provisions and the impact on IATSE members.

Director McIntosh asserted there has never been a clearer example of why political and legislative activism is critical to the union and its members, or starker evidence of which major political party supports workers.

Following the successful passage of the American Rescue Plan Act, the Department turned its attention

to an extension of the PPP. The program was slated to expire on March 31st. IATSE advocated in support of the Paycheck Protection Program Extension Act of 2021 which passed on March 25th. This bill extended the PPP loan application deadline to May 31st and gave the Small Business Administration an additional month to complete processing loans through June 30, 2021. The extension provided dozens of IATSE Locals the opportunity to successfully apply for vital forgivable loans.

The Department released the 2021 IATSE Federal Issue Agenda in early February to communicate to Congress IATSE's full complement of federal legislative priorities for the year. The agenda continues to be a useful guide for Locals and members to engage their federal elected officials and advance policy that benefits entertainment workers.

Director McIntosh gave an overview of progress on additional legislative priorities, beginning with the Protecting the Right to Organize (PRO) Act. President Biden has called for Congress to pass the PRO Act and send it to his desk to be signed into law. House Democratic leadership prioritized the bill and on March 9th, the House of Representatives passed the PRO Act. The bill passed largely along party-lines with all but one House Democrat voting in favor but garnered bipartisan support with five House Republicans approving the measure. The bill has been sent to the Senate, but an uphill battle remains due to the current 60-vote threshold needed for passage into law barring a change in Senate rules. At the time of writing, the bill has forty-seven Senate cosponsors – forty-five Democrats and two Independents – with three remaining holdouts in the Democratic Caucus. IATSE continues to pressure Democratic Senators Mark Warner (VA), Kyrsten Sinema (AZ), and Mark Kelly (AZ) along with the entire Senate Republican Conference to support the PRO Act.

From April 26 – May 1, the labor movement engaged in a national week of action to pass the PRO Act. The AFL-CIO, its state federations and central labor councils, affiliated unions, and allies organized over eight hundred actions across the country to increase public awareness of the PRO Act and call on Senators to deliver this critical legislation. IATSE members from coast to coast joined rallies, made calls, and wrote letters to their Senators urging support of the bill.

On April 29th, the Political/Legislative Department and Education & Training Department partnered to present an informational webinar on the PRO Act in coordination with the AFL-CIO week of action. Director McIntosh recognized Patricia White, Director, IATSE Education & Training Department, Jacob White, IATSE West Coast Associate Counsel, and Robyn

Cavanagh, Assistant Director IATSE Education & Training Department for their participation in the webinar. The webinar concluded with a call to action for participants in which IATSE facilitated calls and letters to Congress. The webinar was recorded and is available for viewing at <https://attendee.gotowebinar.com/recording/6710230818522303757>. Members can visit the AFL-CIO PRO Act Toolkit for resources and information: go.aflcio.org/PROAct.

On May 28th, President Biden released his FY2022 budget proposal. The budget includes \$201 million in funding for the National Endowment for the Arts (NEA). This proposed increase of \$33.5 million would be a record-high for the agency if enacted by Congress. The International released a statement commending President Biden for recognizing the economic and cultural importance of investing in the arts. President Biden has set the stage for the agency's annual funding level to quickly reach \$331 million, or one dollar per capita, which adjusted for inflation is the historical high-water mark for NEA funding that the IATSE and allied unions have advocated for. IATSE has partnered with Actors' Equity on a Congressional letter writing campaign to support President Biden's proposed FY 2022 budget of \$201million for the NEA, which has already garnered over 4,700 letters to Congress.

A significant component of the IATSE issue agenda is advancing equity, diversity, and inclusion in the arts and entertainment industries. Linked within IATSE's issue agenda is "A Policy Agenda for Advancing Diversity, Equity, and Inclusion (DEI) in the Arts, Entertainment, and Media Industries." This agenda was developed by the Department for Professional Employees, AFL-CIO (Department of Professional Employees) and its affiliated unions in the Arts, Entertainment, and Media Industries (AEMI) – including the IATSE – and the IA has taken a leadership role in its implementation. On February 11th, DPE hosted a press call to roll out the agenda and Liz Pecos, Co-Chair of the IATSE Diversity, Equity and Inclusion Committee spoke on behalf of IATSE along with President Loeb. A strong commitment to racial equity and justice is seen throughout the Biden administration's FY2022 budget, including several AEMI policy agenda items.

On February 25th, the House passed the Equality Act, a comprehensive piece of LGBTQIA+ civil rights legislation and longtime legislative priority of the IATSE. The IATSE Pride Committee drafted a statement in support of the Equality Act following House passage imploring the U.S. Senate to pass the bill. The bill has forty-eight Democratic cosponsors in the Senate. It will need to garner bipartisan support to obtain the sixty

votes necessary to pass. Senator Schumer has pledged to bring it to the floor during this Congressional session.

The Department continues to pursue tax fairness for union creative professionals. Last Congress IATSE worked with Ways and Means Members Representatives Judy Chu (D-CA) and Vern Buchanan (R-FL) to introduce the bipartisan Performing Artist Tax Parity Act (PATPA). Ms. Chu and Mr. Buchanan agreed to reintroduce the legislation in this Congress and Senator Mark Warner (D-VA) agreed to lead the Senate companion bill. Director McIntosh thanked President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for approving the IATSE to join SAG-AFTRA and Actors' Equity in contracting a firm to produce a revenue estimate for the Performing Artist Tax Parity Act. Securing an outside revenue estimate for the bill will greatly enhance the likelihood of passing PATPA this year.

President Biden has unveiled the American Jobs Plan and the American Families Plan. The American Jobs Plan is focused on hard infrastructure and the American Families Plan is focused on the nation's care infrastructure. The American Families Plan would create the US' first national paid family and medical leave program. The plan also calls for a comprehensive reform of the federal unemployment insurance system, including enacting uniform national standards to address benefit adequacy, benefit duration, and expanded eligibility. IATSE strongly supports both proposals and have been advocating in favor of their inclusion.

Twenty-six states, all but one with Republican governors, have chosen to end enhanced federal COVID-19 unemployment benefits early. All twenty-six states have chosen to cease the \$300 federal supplement, and most are ending all enhanced unemployment programs early, including the Pandemic Unemployment Assistance (PUA) program. The International put out a statement condemning these decisions. The ability of twenty-six governors to unilaterally shut down the programs that were created to counteract the inadequacies of state unemployment insurance (UI) programs should serve as powerful impetus to enact comprehensive UI reform at the federal level this year.

The Department has worked closely with IATSE Districts and Locals in affected states to facilitate contact with their governors in opposition to these decisions and helped coordinate additional actions through AFL-CIO State Federations. Director McIntosh recognized Local 101 Secretary Mark Chizmar, District 8 Secretary Mike Lehane, Local 631 President Paul Cox, and District 6 Political Coordinators Tanea Lednicki and Jon Lowe for their activism on the issue.

IATSE is lobbying in favor of extending the federal pandemic unemployment insurance programs past their proposed September 6 expiration date and supporting the comprehensive UI reforms proposed in President Biden's American Families Plan on the next legislative vehicle that moves. IATSE is advocating for a bold infrastructure package that includes both the American Jobs Plan and the American Families Plan.

Biden Administration Engagement

On April 26th, President Biden issued an executive order to create the Task Force on Worker Organizing and Empowerment. The AFL-CIO initiated a process to provide information to, and engage with, the Task Force. AFL-CIO President Trumka asked every affiliate to name a senior staff member to the AFL-CIO Worker Organizing and Empowerment Task Force Working Group. At President Loeb's request, Director McIntosh serves as IATSE's representative on the working group. Any recommendations made must be things that can be achieved through executive action to help increase union density. The White House held separate meetings with unions from specified industries – including a meeting specific to the entertainment industry.

Director McIntosh coordinated with the DPE AEMI unions to draft proposed executive actions for increasing worker organizing and empowerment in the arts, entertainment, and media industries. The AEMI unions presented the following proposed actions to the Task Force: apply existing statutory prevailing wage requirements to all federal arts grants; nominate a worker advocate to serve on the Corporation for Public Broadcasting's Board of Directors; leverage the federal government's procurement process to promote high road standards in live events and audiovisual productions; provide real time information on federal arts, entertainment, and media grants; broaden union eligibility for federal arts funding. The Department is optimistic that the recommendations will be included in the Task Force's report due to President Biden by the end of October.

The Department worked with President Loeb and the Stagecraft and Communications Departments to formally offer the White House COVID Response Team and FEMA the IA's infrastructure and labor in the effort to build or convert vaccination sites across the country. The collaboration yielded multiple meetings and conversations with the FEMA COVID-19 Task Force. The Stagecraft Department provided FEMA with a list of hundreds of viable venues and information regarding Stagecraft local unions which led to instances of work for members across the country.

Political Update

The Department conducted a survey of local union political coordinators on the 2020 IATSE political program. The goal of the survey was to learn more about each individual Local's 2020 political program, determine what information/resources from the Department they found useful, and determine what could be helpful in future election cycles.

The Department received ninety-seven total submissions to the survey, representing seventy-four distinct local unions. Seventy-five percent of respondents reported engaging in three or more distinct "political actions" over the course of the election. Political mobilization via email dominated the most common actions. Over half of respondents noted participating in their AFL-CIO State Federation or regional labor council political programs and more than a third reported making an appeal to their members to support IATSE PAC. Eleven Locals reported ten or more distinct political actions.

Most local unions' efforts centered around educating their membership and getting out the vote. The most common challenges Political Coordinators faced in executing their political programs were apathy towards politics/voting, having a right-leaning membership or leadership, and the pandemic preventing face-to-face interactions.

The top 5 most utilized resources from the International were the State-by-State Election Information one-pagers, Federal Issue Agenda, Election Year Timeline for Political Activism, Framing the 2020 Elections messaging document, and the Local Union Voter Registration Phone Banking Guide.

Utilizing feedback from the survey, the Department identified three new deliverables to pursue this year: a series of webinars providing training for Political Coordinators which will begin this fall; a sharable presentation on the significance of IATSE PAC; and a resource with guidance on how to create a local union endorsement process for pro-worker candidates.

The How to Establish a Local Union Candidate Endorsement Process resource was developed by the Department and rolled out to Political Coordinators in early-May. In addition to step-by-step guidance, it includes a sample questionnaire geared toward federal candidates that can be used as a template and edited by Locals for their own questionnaires.

In collaboration with the craft departments of the International, the Department developed IATSE – The Union Behind Entertainment & Political Campaigns, that

educates political candidates on the crafts of the IATSE and how to ensure their political campaigns utilize union labor in every aspect if they intend to run as a pro-labor candidate. The resource includes a general overview of what work is typically done on political campaigns within IATSE jurisdiction, the importance of using a represented workforce, how to avoid anti-union behavior, common challenges and misconceptions, and IATSE's ask that if campaigns hire outside vendors to produce political commercials and/or large staged events that they commit to using labor under a union contract. The Department welcomes future utilization of the resource by Locals engaging with political campaigns and plan to provide it to candidates for elected office when they request our support. Director McIntosh, with vital support from Special Representative Chris O'Donnell, has met with senior staff at key political campaign committees in Washington, DC – including the DCCC, DSCC, and DNC – to request they incorporate the information into candidate training programs and ensure their content and events are always under a union contract.

Director McIntosh recognized and thanked the Motion Picture & Television, Stagecraft, Tradeshow, and Broadcast Departments – specifically Assistant Director Daniel Mahoney, Local 481 Business Agent Chris O'Donnell, Vice President Michael Barnes, Co-Director D. Joseph Hartnett, Vice President Joanne Sanders, and Co-Director Fran O'Hern – for their considerable expertise and input on this project.

The Census Bureau released data for congressional apportionment in late-April. The states gaining a seat are CO, FL, MT, NC, OR, and TX which is gaining two seats. The states losing a seat are CA, IL, MI, NY, OH, PA, WV. The maps will not be redrawn until later this year, at the earliest. The months-late release of the apportionment and redistricting data has wrought havoc on individual states' mapmaking processes. The Department will be watching this closely and expect it to have a significant impact on the 2022 midterms in the House of Representatives.

IATSE PAC

For the period of January 1, 2021 to June 30, 2021, the IATSE PAC received \$107,971.33 in contributions and made disbursements of \$107,390.64. The available balance as of June 30, 2021 was \$138,755.98. There were 1,099 monthly credit card and payroll contributors during this period and contributions were made by members of one-hundred eighteen different local unions. The disbursements of \$107,390.64 from the IATSE PAC were contributed to thirty-three different campaigns and committees.

The virtual IATSE PAC fundraising reception following the Mid-Winter General Executive Board meeting in January, with special guest Senator Ben Ray Lujan, raised \$8,405 in contributions through both one-time and new recurring contributions for the remainder of the year.

A deliverable from the Department's post-election survey was an IATSE PAC presentation for local unions which has been drafted and will be released in the coming weeks. This will be a resource for Locals to use to pitch IATSE PAC support to their membership. It lays out what IATSE PAC is and how it helps IATSE achieve political and legislative goals. It makes the case why growing collective investment in the PAC across the U.S. membership is crucial.

Director McIntosh concluded the report with a reminder about the virtual IATSE PAC fundraising reception during the 69th Quadrennial Convention program with special guest, Senate Majority Leader Chuck Schumer of New York.

President Loeb thanked Director McIntosh for his comprehensive report and his work since the last GEB meeting. The Department continues to engage in more political activity than ever before. The electoral victories last November, followed by numerous legislative victories over the past six months, aptly demonstrate the importance of political activism by the Alliance and its members. 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 activities and events since the Committee's last report in January 2021.

Fortunately, the past six months have been mercifully quiet in terms of the Committee's needing to respond to an event, so the focus of the report was preparation.

During the last period, the Committee has taken time to speak with representatives of Local 494 in Puerto Rico and Local 665 in Hawaii about their respective experiences with the Committee. The Committee also spoke with Vice President Michael Barnes about the IA's response to Hurricane Maria, specifically in getting aid to Puerto Rico after that devastating storm. Trustee Oyaas described the Committee's plan regarding responding to events in remote locations of the IA's jurisdiction when driving aid is not an option—such as the aforementioned Puerto Rico and Hawaii as well as Alaska and the far Canadian north. He explained that these calls were a

continuation of the debriefing sessions after the wildfires in the Pacific Northwest last year.

February Texas Winter Storm

In early February, Central and Northern Texas were hit with back-to-back winter storms that caused major damage and for which support was asked of the Walsh/Di Tolla/Spivak Foundation. Neither event called for evacuations, nevertheless, many lost power and heat for several days. The majority of the damage reported by members was due to frozen pipes. The Committee acted quickly to offer assistance to these affected members.

May Gulf Coast Flooding

Just prior to hurricane season, the Gulf Coast region was hit by a series of slow-moving thunderstorms that left flooding in areas already hard hit and trying to recover from the previous years' hurricane strikes. Lake Charles, Louisiana experienced 12-plus inches of rain across their extraordinarily waterlogged region in one day. Thus, this type of situation creates a dilemma for those involved. If life is at risk from flooding, evacuation to higher ground is necessary. However, because of the flooding, roads may become impassable. Having an evacuation plan is essential. It only takes about a foot of water for the average car to become a boat, and two feet can float an SUV. Once floating, one has no control over where the vehicle is going. NEVER drive through a flooded area. The Walsh/Di Tolla/Spivak Foundation was asked to assist members in this region and the DRC assisted as requested.

Colonial Pipeline Shutdown

Trustee Oyaas reminded the Board that a disaster does not have to be naturally caused. He cited the Colonial Pipeline shutdown in May as an example. Because of a breach of Colonial's cyber security, the ransomware, attached to a seemingly innocent email, caused the company to halt the flow of oil and gas in their pipelines because they could not control the safety valves. Before the pipeline was brought back online, the resulting disruption to the flow of gas and oil from the Gulf Coast through the mid-Atlantic region caused a severe reduction in those supplies and panic buying—both hallmarks of a disaster event. Those who have taken James Heinzman's classes know that he discusses cyber security as part of the duties of a Secretary-Treasurer. Trustee Oyaas then posed the following questions to local union officers: does your Local have anti-virus software installed on your office computers and networks? Is it up to date? Is your network firewall updated and secure from outside attacks? Are back-ups of data being made? How often?

Are they tested? If the answer is “yes” to these questions, still be mindful that there are no absolute guarantees from an attack. He advised officers to remind members and staff about not opening attachments in emails which is the biggest cause of computer virus infections.

CURRENT EVENTS

Hurricane Season

June 1st was the “official” beginning of the hurricane season in the Atlantic. Last year’s season had a record number of named storms (thirty) of which twelve made landfall in the US. Every county of the US that touches either the Gulf of Mexico or the Atlantic Ocean except two were under a Hurricane Watch or Warning at some point during last season. Inland, the effects of these storms were felt from the bottom tip of Texas through to the top of Maine and from the Great Plains to the east. This means a majority of members in the US were affected by these storms in some way—mostly by flooding.

The good news is that the National Oceanographic and Atmospheric Administration (NOAA) is not predicting the same level of activity this season as the last. They are however predicting between six and ten hurricane-strength storms with three to five being major events with winds over 111 miles per hour. So far in the first month of the season, Tropical Storm Claudette made landfall along the already storm-weary Louisiana Gulf Coast and took soaking rains inland, creating flooding events from New Orleans through the Outer Banks of North Carolina; and Tropical Storm Elsa come inland on the Florida Gulf Coast and traveled inland up the Atlantic Coast.

Trustee Oyaas posed the following preparedness questions to local union officers: Are you prepared for wind and flooding events? Do you have a plan? Do you have a photo or video inventory of your home, office and/or storage units? The Response Committee has put links to resources on the iatsecares.org website. He reminded officers to reach out to members to remind them to be prepared for “just in case”.

Heat, Drought and Wildfires

Trustee Oyaas observed that the effects of climate change are undeniable, causing the severe heat and drought in the American and Canadian west with devastating changes to the Jet Stream. While it used to be that the Canadian sisters, brothers and kin could enjoy “seasonable” weather for their latitude, the increasingly large loops of the Jet Stream have brought the scorching heat from the American Southwest north to their country. On June 28, 2021, the all-time high temperature

in Canada eclipsed in Lytton British Columbia when the temp reached 49.6 degrees Celsius or 121.3 Fahrenheit—hotter than Las Vegas or Death Valley! This heat wave has ignited dozens of wildfires across western Canada. Because of fires in the area, Lytton in the coastal mountains was completely destroyed. In the US, the Pacific Northwest is experiencing the same devastating heat wave and threat of fire as western Canada.

Further south, Lake Meade, behind Hoover Dam, is 143 feet below full pool—the lowest it has ever been since it began filling in 1935. In both countries, the lack of rainfall/snowfall is fueling wildfires. The snowpack in the mountain ranges has not developed as it has in the past, so its rapid melting is not recharging Lake Meade nor is it keeping vegetation moist downhill. This is causing a dramatic increase in the fuel load (dry plant material) that only needs a small ignition source to start a major fire.

Trustee Oyaas advised that in all cases where the possibility exists for the need to evacuate because of wildfire, hurricane, etc., everyone should keep track of the weather or fires nearby and listen to instructions from local authorities. Trustee Oyaas posed the following questions: do you know the local radio and tv stations that broadcast emergency instructions? He advised members to be prepared with the necessary items -- the 5 ‘P’s – (prescriptions, pets, papers, phone, photos) and the “go-kit” and have a route and an alternate planned. He further cautioned that there might not be an “official” notice to evacuate but always leave if you feel you are in danger, even if no evacuation order has been issued. He further inquired of officers that if an evacuation is necessary, in addition to the 5 ‘P’s ready, is there an evacuation route; are emergency contacts accessible; if shelter in place is required is there sufficient food, water and other supplies on hand to survive a week unassisted? Are the Local’s computers and networks protected to the highest level; is there a communication plan to keep Local members informed; is there a communication plan for families? Trustee Oyaas noted that when faced with an unusual situation, the commonsense preparedness steps may not be so common, and officers and members should have a checklist just in case.

Covid And IATSE Cares

Trustee Oyaas observed that as for June 28th, the pandemic numbers are sobering:

- Over 191 million cases worldwide
- Over 34 million cases in the US and 1.4 million cases in Canada

- 607,289 deaths in the United States and 26,512 in Canada

Trustee Oyaas mentioned these numbers because COVID-19 is the largest disaster the Committee has responded to since it was formed in 2019. Unfortunately, the most sobering number is one that cannot be reported because it is not known—the number of sisters, brothers, and kin who succumbed to the direct effects of COVID, or its indirect effects, such as depression caused by death, sickness, or the loss of work. Trustee Oyaas cautioned that mental health is a lagging indicator of what it means to return to “normal”. He reminded members of the resources available through The Actors’ Funds of America and Canada, Behind the Scenes Foundation, and the Motion Picture & Television Fund are available to assist members in need.

Now that the COVID-19 pandemic appears to be under control and subsiding in North America, and life is returning to as normal as is possible, IATSE CARES is winding down its operations. The Communications Department will be incorporating some aspects of the current CARES website into the new IATSE website, while the remaining parts will be on stand-by, should they need to be reactivated for the next “disaster”.

Trustee Oyaas reported that over the course of the program, 147 “Buddy System” / “Check in Call” connections and 76 delivery connections were made. It was widely reported that many of these members remained in touch long after the initial connections were made. About 2,700 IATSE sisters, brothers and kin signed up to volunteer; and the list of these willing volunteers means the Disaster Response Committee now has a substantial base of membership to call upon to assist in future mutual aid efforts in disaster situations across North America.

Wrap Up

Trustee Oyaas emphasized the universal Scout motto to “Be Prepared” and reassuring members the DRC will assist if needed.

President Loeb expressed his appreciation for the DRC’s readiness to assist local unions and members when impacted by traumatic events. He implored all members to redouble their efforts to beat back climate change, which is wreaking havoc to weather patterns, intensifying natural disasters. He remarked that when he established the DRC, he did not have a pandemic in mind, but this rapid-response team with its excellent problem-solving skills mobilized quickly to provide assistance to members during the COVID-19 pandemic. President Loeb observed that this Committee provides tangible, critical help to members when they are most in need.

IATSE DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Diversity, Equity, and Inclusion Co-Chairs Liz Pecos and Kimberly Butler-Gilkenson updated the Board on the activities of the Committee since the last General Executive Board meeting. They noted their appreciation to present to an organization that demands equity in every workplace it represents, specially knowing that the IA leadership recognizes diversity, equity, and inclusion are more than workplace causes and are fully committed to transformative change in our society.

At the Mid-Winter General Executive Board the Diversity, Equity, and Inclusion Committee proposed a three-category plan for changing the culture in the Arts and Entertainment Industry; “Leadership & Training,” “Learning & Development,” and “Who We Are.” The unanimous approval of the Committee’s pledge emboldened the effort to create an equitable organization, in both thought and practice.

To fulfill the promises, four working groups were created to divide the tasks, including:

- Communications under the direction of Megan Greene, IATSE Communications Department
- Education & Leadership under the direction of Bryant Preston, Local No. 7 and the leadership support of Education and Training Department Director, International Trustee Patricia White
- Survey, working alongside Right Size Media, under the direction of Jonquil Garrick Reynolds, Local No. 471. Derek St. Pierre, Local No. 489 also assisted early on; and
- Governance under the direction of Edward Hohman, Local No. 487, with the support of IATSE General Counsel Samantha Dulaney

In the limited time since the proposals were approved these working groups have made substantial progress in three categories. The Communications working group has been instrumental in creating an outreach system for Locals to communicate, and interact, with the Committee. DEI has received requests for support from member Locals throughout our countries. It was paramount to create a network that gave pointed access to IA membership and leadership. DEI worked with the IATSE Communications Department to create a robust social media presence, including Twitter, Facebook, Instagram, and TikTok. The Committee is currently developing a webpage that will be included in the new IATSE website. This working group also conceived a DEI logo that represents the Committee’s vision,

and the Committee is very proud to present to the IATSE membership. This incorporates a special inter-thread design that promotes the IATSE commitment to inclusivity. Communications working group is also responsible for distributing the messages important to the Committee's goals. The Committee proudly promotes diverse holidays and monthly celebrations. It also recognizes injustices and seeks to make everyone aware. This monthly commitment to representation is a hallmark of Diversity, Equity, and Inclusion. Much of this work can be found under various IATSE posts. Prior to the launch of the DEI Facebook page in MAY 2021, the Committee regularly posted on the IATSE Facebook page and IATSE Cares. It also posts under #IATSE Diversity and #VisibilityMatters.

The Education working group has spent a considerable amount of time working on the three-category proposal. Outreach has been the main priority including creating a comprehensive list of currently offered trainings in each district; facilitating a mentorship program that focuses on intersectionality. "Visibility Matters" and the Committee wants to put every effort into upholding this message. This delegation has also started to work on pathways to membership, and leadership outreach, for Black, Indigenous, People Of Color and LGBTQIA+ individuals. This includes diversity workshops for prospective members and those current members looking to be more active in their Locals. This working group also began collaborating with the Education and Training Department on bias training for IATSE officers and staff. The Committee extended a special thank you to the Education and Training Department for inviting DEI Committee to work with them on creating an updated IA Roadshow that expanded on the significant role minority groups have played in the labor movement.

The Survey working group, in a conjoined effort with Right Size Media, has been developing a census to better understand the demographics of Union leadership and membership. Three census goals have been identified including assessing workplace/union culture, collecting membership/leadership demographic data, and soliciting feedback and ideas regarding: inclusion, bias, and discrimination within the workplace.

The Governance working group was assigned to redrafting the IATSE Equality statement. This was focused, hard work and the proof is in the result. The goal was to set the tone for the organization the Committee aims to be. During this process, the Committee realized that an Equality statement only told half the story and the need to identify the differences between equality and equity were necessary. The Committee knew that equal opportunity did not recognize those starting from

a disadvantage, which required the creation of an Equity Statement that strengthened itself in the message, "Together We Rise." The Governance delegation also developed a mission statement that clearly stated the Committee's intention. This is a clear message of "Who We Are", which also addressed in the incorporation of a Land Acknowledgment into each meeting. This brief statement recognizes the history of our lands, and the legacy of colonialism in the US and Canada. A special thank you to President Loeb for inviting DEI Executive Member, Tuia'ana Scanlon, Local No. 665 Hawai'i, to present the 69th Quadrennial Convention acknowledgment.

Developing relationships to assist the Committee in accomplishing its goal of inclusivity has been a consistent effort from every member of this Committee. The Committee has set out to gain buy-in from employers and communities to reframe the industry to better represent all IATSE members, and society. The Committee has remained active in programs throughout both countries in 2021.

Arts Entertainment and Media Industries (AEMI) Digital Press Conference

Working alongside 11 arts, entertainment, and media unions affiliated with the Department of Professional Employees, AFL-CIO (DPE), IATSE developed a policy agenda to advance diversity, equity, and inclusion within our industry. A special thank you to President Loeb for inviting Co-Chair Liz Pecos to attend the February 11, 2021, digital press conference to announce this policy. The Committee recognized the important work from Tyler McIntosh and the Political Department for their efforts in developing more inclusive policies for all working people in IATSE.

ARRAY Film Crew Database

Earlier this year, the Committee was contacted by the Education Director at Array Crew for the possibility of developing a partnership. This Ava Duvernay project describes themselves as an equal opportunity platform, with a mission to support professionals in the film and television industry from underrepresented populations. In April, Co-Chairs Kimberly Butler-Gilkeson & Liz Pecos, alongside General Counsel Samantha Dulaney, attended a website demonstration.

SAG-AFTRA/IATSE Diversity Initiative

Co-Chairs Kimberly Butler-Gilkeson and Liz Pecos, along with Carla Joi Farmer, Local 706 attended a special caucus with SAG-AFTRA emphasizing the lack of diversity in the Hair and Make-Up crafts. The discussions

centered on BIPOC actors having limited access to IATSE members with experience in textured hair and varied skin color. The Committee has begun efforts to identify specific trainings that increase the capacity for our members to do the work as well as organizing unrepresented artists. A diverse crew supporting a diverse production is one of the Committee's goals.

Disney Creative Talent Development & Inclusion

In March, DEI Executive Committee, and Assistant Department Director, Motion Picture and Television Production Vanessa Holtgrewe, met with Disney CTDI to discuss a partnership that would allow Disney to create a crew profile for IATSE members. Members would sign up and work with Disney to build their profile. Once they have a profile, Disney will invite them to events that connect them with productions looking to hire in their specific craft. This is an effort to provide greater access to all members and increase diversity in Disney's hiring. The Committee is currently working on launching this program through Studio Mechanics Locals. The Co-Chairs extended appreciation to DEI Executive Member Dejon Ellis Jr. for his continued work on this project.

Associated Designers of Canada, Local 659 (ADC Local 659)

In May, the Committee was contacted by the ADC Local 659 requesting support of their upcoming programming, which will include color theory for diverse performing artists, and in person "design labs" to experiment within a creative environment outside of public presentations. This collaboration between the Committee and ADC Local 659 is committed to creating a safe and inclusive workspace. Thank you to Executive Committee Member Jonquil Garrick-Reynolds for your continued efforts with promoting these equitable programs.

Learning and Development has been the most common theme in all of these collaborative efforts. Exposing IA members to diversity and inclusion will open more eyes to the problems we seek to fix. Creating and supporting ideas that build up our BIPOC, and LGBTQIA+ members and leaders will spread these values even faster. Developing craft courses and safety skills specific to marginalized people interested in membership will not only benefit these groups but also hopefully change the attitudes that have slowed our progress as an inclusive organization.

Last year IATSE resolved to move ahead and reshape the Union to live up to the ideals in the Preamble. The Co-Chairs then presented to the Board and read to

attendees the Equity Statement (referenced above). The Equity Statement provides:

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) acknowledges that while we all face barriers to our success, there are those among us who face barriers that are more substantial and entrenched than others. We call upon all to identify, minimize, or erase obstacles that are within our control to make a more equitable pathway to unionism, leadership, and equality.

Diverse organization cannot be established unless current systems of access are enhanced. We must build structures to create equitable access for all, and to truly celebrate diversity. This growth will ensure a stronger union, and together, we will rise!

Upon motion duly made and seconded, the General Executive Board unanimously adopted the Equity Statement.

This is just the beginning for the Diversity, Equity, and Inclusion Committee. The work to transform the industry may be daunting but the Committee's dedication is unwavering. Together We Rise!

The Co-Chairs expressed their sincere appreciation to President Loeb for continued guidance and advocacy in the Committee's efforts. They highlighted the International President's commitment to advance antiracist, diverse, and just policies that intentionally strengthen marginalized people. They especially thanked President Loeb for his encouraging and empowering leadership, who "in a most difficult time pushed the Union forward with positive change and answered the calls to do more for diversity, equity, and inclusion. Thank you for your encouraging and empowering leadership.

President Loeb extended his appreciation to the DEI Committee and its Co-Chairs Pecos and Butler-Gilkenson who answered the call to lead this Committee that is focused on racial, gender and social justice issues. He noted that the ability to attract the best diverse skilled workers for IATSE membership will ensure the Union's success. Finally, President Loeb commended the Committee for an excellent beginning.

IATSE PRIDE COMMITTEE

IATSE Canadian Office Operations Manager and IATSE Pride Committee Chair Nate Richmond provided

the General Executive Board with an update on the IATSE Pride Committee's activities since its last report at the 2021 Mid-Winter General Executive Board meetings.

In June 2021, to coincide with Pride Month, the Committee went live with a more user friendly and stream-lined version of its website. The Committee's updated website continues to provide a variety of Pride related resources for members including guides and videos while also continuing to serve as a platform that facilitates networking opportunities for the IATSE's Local level Pride committees.

In June 2021, the Committee also hosted its first official education session in collaboration with the IATSE Education Department's Patricia White and Jennifer Halpern entitled "Straight Talk About Gay Pride: Questions You Have But Are Too Hesitant to Ask". The session served as a LGBTQ+ 101 focusing on, among other things, the history of the Pride movement and the differences between gender and sexuality. The initial session was so well received that it was re-broadcast a second time in June along with a follow-up live question and answer period.

The Committee also focused on maintaining a sustained daily presence on social media throughout Pride Month as well. With the assistance of International Representative and Pride Committee member Rachel McLendon, the Committee posted on a graphic on Facebook that featured a definition of a Pride related term, a link to one of the Committee's educational videos, and/or a prominent queer history icon on each of the thirty days of Pride Month.

In anticipation of the IATSE's 69th Quadrennial Convention, the Committee collaborated with the General Secretary-Treasurer Wood with a view to ensuring the language used in Convention materials and in certain ceremonial aspects of the Convention was inclusive. Pride Committee Chair Richmond also continued to make collaboration with the IATSE's Diversity, Equity, and Inclusion Committee a priority, as well attending the biweekly meetings of the DEI Committee.

On the political front, the Committee has been particularly focused on the multitude of various US state legislative bills which reflect an anti-trans agenda. In 2021, over 115 bills have been introduced in various US states that contemplate, among other things, limitations on the ability of medical practitioners to provide gender-affirming treatments, the ability of trans kids to play organized sports, the gender identification options available on government issued documentation, and the ability of trans persons to use washrooms consistent with their gender identity. In an effort to take a stand, the Committee used Action

Network to initiate a letter-writing campaign which allows participating members to email their governor and/or state legislative representative to confirm their opposition to all such bills and to also urge their elected official to vote against them. Members wishing to participate in this letter-writing campaign can do so by accessing the links on the Pride Committee's website home page which can be found on the web page's image carousel and/or in the "News" section of the web page.

Committee Chair Richmond concluded his report by underscoring the importance of political engagement and continued vigilance in supporting elected officials who advance political and legislative agendas that foster understanding and inclusivity as well as equal rights for members of the LGBTQ+ community. President Loeb thanked Committee Chair Richmond for his report. Under Chair Richmond's leadership the Committee offered valuable benefits and support to the IATSE's LGBTQ+ members. The IATSE is dedicated to supporting all members and ensuring that all members are treated with dignity and respect.

IATSE WOMEN'S COMMITTEE

Since the Winter GEB, the Women's Committee Executive Council and the thirteen District Coordinators have continued to meet weekly online. On March 10, 2021, the group hosted a Women's Committee Event via Zoom with over one hundred women participating from around the US and Canada. The event began with an introduction to the Myers Briggs Indicator which set the stage for Words Matter/Activate Confidence, a presentation developed by Lucia Aloï, 10th District Coordinator. As the Committee's mission is to empower women to become activists in their Locals, the Words Matter/Activate Confidence presentation provided information on language and perceptions that work to diminish confidence and reduce potential.

To illustrate how this plays out in representation, the group went on to review the results of the of the 2020 elections. The numbers show a real disconnect between women's potential and their accomplishments. By most accounts, women make up 51.1% of the US population. As of the 2020 Elections, women hold only 24 seats in the US Senate (24%) and 110 in the House (25.2%). In state legislatures, they hold a total of 28%. Nevada reigns high at 58% with West Virginia at the low end of 11%. As a follow up, the Committee is researching She Should Run, a national program that provides training and development to encourage women to get involved politically at the local, state, and federal levels. Other topics covered in the meeting included the wage gap and its impact on female poverty in retirement.

After the event, the Committee provided all participants an electronic packet of handouts summarizing the topics covered. An outgrowth of this meeting has been a request by Districts and Locals to host the Words Matter/Activate Confidence presentation. To date, Sister Aloï has literally Zoomed around the country engaging Districts 2, 7, 9, 10 and Locals 28 and 122. Others will follow in the fall.

On April 25th, District Coordinators Shirley Berling and Lucia Aloï, held a first ever Dual District Women's Committee Meeting. The meeting was well attended by women from both Districts 9 and 10. The Coordinators hosted "break-out rooms" for the discussion of three main topics; Educating Women, Women vs. Women, and the Generational Shift/Rift between older and younger workers. The discussions were very spirited and the Coordinators shared the concerns of the attendees at the following weekly online meeting. The other District Coordinators were encouraged to adopt the Dual District approach for future meetings.

The Committee is continuing to grow the number of Locals with Local Women's Committees. To date, there are fifty-six with a number in the works. Throughout the Pandemic, the Local committees built on their programs which include: establishing child-care onsite for meetings; researching and developing Paid Family Leave; and sponsoring food drives for their members and/or the homeless.

For the last few months, the Committee has been engaged in organizing its event at the Quadrennial Convention. It will include an address from Liz Shuler, Secretary-Treasurer of the AFL-CIO, an invitation for greetings from Dolores Huerta, long time labor activist and co-founder of the United Farm Workers of America, and a panel discussion on achieving pay equity in local unions. The District Coordinators have also been organizing events in conjunction with the District Conventions.

The Women's Committee is proud of the work accomplished in the Districts and Locals over the last four years. Measurable changes have been happening in the International over the last decade. The Women's Committee intends to collaborate with the Pride Committee and the Diversity, Equity, and Inclusion Committee to maintain that momentum. The Committee #TogetherWeRise

President Loeb remarked that this report demonstrates the high-functioning level of this Committee. The quality programming and the dedication of Committee members are evident. He lauded the success of the Women's Committee observing that

he looks forward to seeing Committee members join the ranks of representatives in the Canadian and US governments. He congratulated the Committee on an excellent job.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Jonas Loeb and Communications Coordinator Megan Greene reported on the significant activities and developments of the Young Workers Committee (YWC) during the first half of the year.

The Hollywood IA Young Worker Coordinating Committee has continued to meet regularly. This Committee coordinated participation of several Locals in the LA River Clean Up. The Co-chairs of Local 600's Young Workers Committee organized attendance at the Behind-The-Scenes Mental Health First Aid training. Local 729's YWC hosted a swag design competition. The committee hopes to coordinate "Get Out The Vote" postcards for the second consecutive year to retired members from Los Angeles area Locals.

The IATSE's YWC remains a conduit for solidarity and collaboration with other unions. Two Canadian Young Workers attended the Canadian Labour Congress (CLC) Conference, where they campaigned for the International's CLC Delegate's Team Unite, elected a new Young Worker Equity chair, and discussed present and future goals with young workers from CLC affiliate Locals and labour councils. Creating these connections encourages solidarity, action, and understanding; serves to amplify the IATSE's voice among the greater labour movement, and defines a united future for Canada's Young Workers.

Additionally, Director Loeb, Communications Coordinator Greene, and Local 168 Young Worker Anna-Lena Steiner attended the UNI Youth Forum, which was held on a virtual platform. The Forum was attended by hundreds of unionists from around the world. Coordinator Greene said of the event, "Attending the 2021 UNI Youth World Online Forum was a great experience. Listening and virtually uniting with hundreds of young people fired up about the importance of youth voices and representation in unions was very inspiring. It's important that labor unions understand taking the time to ensure young activists have the proper training and opportunity to implement structural change, is ultimately an invaluable investment in the future of the labor movement."

The 2022 Young Workers Committee Conference will be held in Minneapolis, Minnesota. Local officers are advised to look for emails containing information regarding the registration process. Additionally, it

should be noted that the YWC has rebranded the biennial conferences to the Young Workers Committee Conference, or YWCC to reduce confusion around the “Young Workers Committee” and the “Young Workers Conference” both using the same acronym “YWC”.

In May 2021, President Loeb approved a proposal to re-structure the International’s YWC to involve more young worker leaders from local unions. To that end, the YWC will create working groups that correspond with certain Young Worker related programs such as streaming events, TikTok, conference planning, Canadian Young Workers, etc. This proposal brings the International Young Workers Committee more in line with the structure of other International Committees, such as the IA Diversity, Equity and Inclusion Committee, as well as the IA Women’s Committee.

President Loeb applauded the YWC’s thoughtful restructuring. He remarked that the YWC will celebrate its 10th year anniversary in 2022 and these structural changes demonstrate the Committee’s growth and development. He noted his approval of the YWC’s involvement in communities and international levels, which will broaden and enhance the International’s profile in young worker circles.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice President 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 of 2020, the Labor Directors of the Motion Picture plans chaired by International Vice President Thom Davis, recognized that there was going to be significant risk of IA members losing their healthcare due to the lack of work opportunities. The Directors acted quickly to ensure that MPI eligibility would be granted to members/participants who fell short of the necessary 400 hours of work to qualify for continued health coverage. This eligibility extension was negotiated each month until the Federal Government stepped in with the COBRA reimbursement provisions. Thousands of IA members and their families were granted assistance by the MPI prior to the involvement of the Biden Administration. To assist 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 financial impact of the pandemic is still

being determined, tens of millions of dollars have been spent by the plans to address the impacts of the COVID-19 pandemic.

Reported hours contributed into MPIPHP for 2019 were 108.5 million. The hours for 2020 came in at 79.4 million or about 73 % of the prior year. Through May of 2021 the hours are up about 18% when compared to 2019 and over 30% when compared to the first five months of 2020. Residuals into the plans for 2020 increased to \$496 million (from 2019). As of June 2021, residuals had outpaced 2020’s record year by \$28 million. It had been previously reported that the plan professionals expected a negative impact on residuals in 2020 and 2021 due to the delayed theatrical release of films that were originally slated to be exhibited in theaters in 2020. It now seems that even though residuals from theatrical releases was impacted, the method by which they have been released has generated positive residual returns for the Plans.

The MPIPHP had 17 months of reserves at the end of May in the Active plan and over one year in the Retiree Health Plan. These reserves act as a safety net to the plan participants.

The minimum reserve level was met in the fall to provide for 13th and 14th checks to pre-2009 retirees and it was also met at the end of the first quarter of 2021; therefore, the actuaries certified those reserves in excess of the amount necessary to trigger the 10% pension increase to be applied retroactively to 2017.

The economic health of the MPIPHP and its ability to not only weather this crisis is a testament to the governance of the Board of Directors, the competent administration, and the effective negotiations of the bargaining parties, which put the plans on such firm economic footing.

The Active Health Plans plan had 55,916 participants as of May 31, 2021. This is 1,110 people MORE than December 31, 2020. The increase in active participants was caused by individuals becoming eligible due to increased work opportunities that began as the industry returned to work at the end of 2020. Just as 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—as shown during the pandemic—and ensuring that IATSE members can maintain theirs has been a priority for the Labor Directors of the MPIPHP. Vice President Miller specifically 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 Industry and the Motion Picture Pension and Health Plans emerge from the pandemic, many challenges will continue to confront the Alliance. Health care in the US remains a crisis. A crisis that has been magnified by the effects of the pandemic. As health costs continue to skyrocket, much work will need to be done to ensure the high-quality healthcare that the members deserve is preserved.

President Loeb thanked Vice President Miller for his report and noted that the protection of the pensions and healthcare for IA members and their families is the highest priority for the affected Locals' leadership and the IATSE Directors that serve on the MPIPHP. The commitment of these Directors and the strength shown at the bargaining table will provide these benefits for our members now, and well into the future.

I.A.T.S.E. 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 to the Board a report on the IATSE National Benefit Funds.

Contribution receipts through the first six months of 2021 were almost \$196 million which represents a 37.5% increase over the same period in 2020. The National Funds saw the beginning of recovery beginning in September 2020 led by the motion picture production segment of contributing employers. This segment continued its robust contribution levels throughout the first six months of 2021 accounting for 90% of total receipts received during that period. June 2021 was the second largest contribution receipt month ever for the Funds coming in at \$45 million.

Net assets of the Funds have reached \$2.4 billion as of June 30, 2021. Compared to total net assets of approximately \$1.5 billion as of December 31, 2016, asset levels have increased by 64.5%. Comparing year end 2020 through June 30, 2021 the net assets of the Funds have increased by 5.53%.

As of July 1, 2021, the IATSE National Health & Welfare Fund provides health coverage to 47,000 lives in one of its eight different Plan options.

The IATSE Annuity Fund continues to hold balances for close to 80,000 participants. The Principal Group transitioned as the new record keeper from Wells Fargo in late May 2021. The migration to The Principal went seamlessly and there was little disruption to participants.

The IATSE National Pension Fund continues to

provide monthly retirement benefits to approximately 2,600 pensioners and beneficiaries from Plans B & C (and the former Plan A). There are approximately 15,000 active workers and 4,700 inactive participants who are vested in the Plan and will be eligible at retirement, age 65, for a benefit from the Fund.

In other news, the Funds are looking to redesign the website and deliver a new look with additional features. This project will take approximately one year to complete.

The Fund Office is continuing to work with CPAS, a benefits administration software vendor, to switch its current systems by mid-2023. Development and design work is in progress. One of the biggest anticipated capabilities will be electronic employer reporting through a secure server as well as online reporting for smaller organizations through the Funds secure website.

Staff has been returning to the office and if participants wish to visit the Fund Office, they are required to complete a quick questionnaire and wear a mask unless they provide proof of vaccination.

All channels of communication continue to remain open and the fastest way to reach the staff continues to be through email and through the website at www.iatsenbf.org. The Fund Office continues to send important email blasts to everyone registered on their website and to local union offices. Please continue to encourage members to register and visit the site often.

The Federal COBRA subsidy allowance put into law in April 2021 helped close to 5,000 participants without cost.

And finally, over the next few weeks the Joint Board of Trustees of the Health and Welfare Fund will be reviewing the Fund's ability to continue subsidies for the October Plan C coverage quarter and for Plan A coverage beginning in October. Thus far, over \$75 million in relief has been granted to participants during the pandemic.

President Loeb thanked General Secretary-Treasurer James B. Wood, International Vice Presidents Miller, Di Tolla and Sanders and International Trustee White. Due to their hard work and effort, the plans were able to weather the COVID-19 shutdowns. The Funds continue to grow and provide coverage for members and participants.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 11:32 a.m. on July 23, 2021.

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

**WESTIN JERSEY CITY NEWPORT,
JERSEY CITY, NEW JERSEY
JULY 20, 2021**

Since the last meeting of the Defense Fund Committee in New York, NY on January 26, 2021 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. 1, New York, NY, Article Fourteen, Section 8(a), 8(b) & (d) – Legal/Strike or Lockout.....	\$46,973.19
Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) – Legal	50.00
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) – Legal	17,410.00
Local No. 11, Boston, MA, Article Fourteen, Section 8(d) – Legal	24,360.00
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) – Legal	125.00
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	25,771.00
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) – Legal	1,671.09
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	23,339.25
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) – Legal	21,497.75
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) – Legal	6,375.00
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	11,477.14
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) – Legal	4,125.00
Local No. 205, Austin, TX , Article Fourteen, Section 8(d) – Legal	13,566.90
Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d) – Legal	4,815.00
Local No. 611, Sta. Cruz, CA, Article Fourteen, Section 8(d) – Legal	13,049.25
Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) – Legal	2,183.00

Local No. 756, Cleveland, OH, Article Fourteen, Section 8(d) – Legal	6,522.53
Local No. 798, New York, NY, Article Fourteen, Section 8(d) – Legal	10,472.50
Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) – Legal	17,269.46
Local No. 868, Washington, DC, Article Fourteen, Section 8(d) – Legal	40,520.05
Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	7,899.07
SUB TOTAL :.....	\$299,472.18

INTERNATIONAL

IATSE – Article Fourteen, Section 8(c) and (d) – Legal – Animators Union/Jam-Filled, Chemanius Theatre, NHRA, Organizing-Titmouse, Maraudage, Rhino Campaign	54,626.72
IATSE – Article Fourteen, Section 8(d) – Legal – AQTIS	19,668.15
IATSE – Article Fourteen, Section 8(c) – Legal – Basic Agreement	48,365.00
IATSE – Article Fourteen, Section 8(c) – Legal – Miscellaneous	16,043.89
SUB TOTAL :.....	\$138,703.76

LOBBYING AND CONSULTING

Article Fourteen, Section 8(c) - Thorsen & French Advocacy, Inc.	65,000.00
Article Fourteen, Section 8(c) - State & Broadway, Inc.	30,000.00
SUB TOTAL :.....	\$95,000.00

EDUCATION

Article Fourteen, Section 8(f) – LEAP Reimbursements to Locals/Officers	27,892.19
Article Fourteen, Section 8(f) – Misc. Training/ Instructors.....	30,287.50
SUB TOTAL :.....	\$58,179.69
GRAND TOTAL :.....	\$591,355.63

Respectfully submitted by:

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

