

cant wage, pension, health, and annuity increases.

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

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

#### **LOCAL NO. 18, MILWAUKEE/ WAUKESHA, WI**

**Re: Riverside Theater**

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

Named for its location along the Milwaukee River, The Riverside Theater is one of the most opulent of Milwaukee's

theaters, welcoming high caliber artists. Following its victories at the Fiserv Arena and Alpine Valley Music Theatre, Local 18 directed its efforts to organizing other non-union venues, including the Riverside Theater. The International assisted the Local which provided human resources to support the workers, who voted 2-to-1 in support of unionization. The Local has reached a first-ever collective bargaining agreement with the Theater. Vice President Carlson expressed appreciation to President Loeb for his direction and to the International Defense Fund for financial support making this organizational effort sustainable and fruitful.

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

#### **LOCAL NO. 52, STATE OF NEW YORK/NEW JERSEY/CON- NECTICUT/NORTHERN DE./ GREATER PA.**

**Re: Reel Works Partnership**

International Vice President and Local 52 President John Ford and International Trustee Patricia A. White reported to the Board on a partnership with Netflix entitled "Reel Works". Reel Works is a New York City not-for-profit educational organization that mentors, inspires and empowers underserved NYC youth to share their stories through filmmaking, creating a springboard to successful

careers in media and beyond. After a year of planning, in the fall of 2019, together with IATSE Local 52, Reel Works launched their first Studio Mechanics Boot Camp, with Electrician Training led by Local 52 instructors. A short video was shown, describing the program, which targets the New York City young adults who participated. Its motto is "Change the Storytellers, Change the Story", and eight of the nine students successfully completed the training and are eligible to work as Local 52 technicians. The next Studio Mechanics Boot Camp, for grips, will begin this spring. Vice President Ford thanked all the instructors in the program, Trustee White, Education Coordinator Jennifer Halpern and Netflix.

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

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

**Re: Parental Leave –  
Financial Assistance**

International Vice President Phil LoCicero, along with Local 478 Officers/Representatives Cory Parker, Dawn Arevalo, Simonette Berry, Brook Yeaton and Adriane Bennett reported on the ground-breaking Parental Leave Financial Assistance Program now offered by Local 478. Effective January 1, 2019,





**Local 478 Training Coordinator and Trustee Adriane Bennett, Assistant Business Agent and Trustee Chair Simonette Berry and Secretary – Treasurer Dawn Arevalo.**

Local 478 established an unfunded, dues-financed welfare plan for Parental Leave Financial Assistance. The purpose of the Benefit is to provide short-term financial aid when members are unable to perform their usual work in connection with childbirth, adoption, or placement of a child. The member must be a biological parent, adoptive parent, or legal guardian of the child. In addition, applicants must be members in good standing of Local 478. This program provides up to \$5,000 financial assistance (payable in weekly installments of \$625) to mothers, fathers, same-sex couples, adoptions, and guardian placement for infants and children. To date, the Program has paid more than \$32,500 in parental leave benefits.

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

Vice President LoCicero remarked that the committee which established this initiative is fantastic. President Loeb applauded the efforts of Local 478 and those reporting. He noted that this unique and important benefit must be championed and highlighted not only for its novelty

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

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

**Re: AQTIS**

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Jason Vergnano and Jeremy Salter, IATSE Local 514 Business Agent Christian Bergeron and IATSE Local 667 President Ciaran Copeland, Local 667 Business Agents David Rumley and Christian Lemay reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open

period and IATSE’s bargaining rights in Quebec.

It was explained that Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

Sector 1: For all Non-American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

Sector 2: For all US productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

Sector 3: For all American independent productions with budgets of less than \$35M; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production and productions by Lions Gate Entertainment and Walden Media: AQTIS

Sector 4: For all American independent productions with budgets of more than \$35M; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period every five years during which any affected party can seek to raid the bargaining rights of another union or to ask the Quebec Labour Board to amend the four designated bargaining sectors.

After extensive consultation with Locals 514 and 667, the Locals filed applications with the Quebec Labour Board seeking to be recognized as the sole bargaining agents for all sector 3 workers currently represented by AQTIS.