

LOCAL 44 NEWSREEL



VOLUME 16, ISSUE 3

IATSE LOCAL 44

APRIL, 2005

RONNIE CUNNINGHAM
BUSINESS AGENT

ELLIOT JENNINGS
SECRETARY-TREASURER

JACK THOMAS
PRESIDENT

LOCAL 44 CONGRATULATES THE ACADEMY AWARD-WINNING SPECIAL EFFECTS CREW OF *SPIDER-MAN 2*



Front row: Dave Amborn, Jim Jolley, Martin Montoya, Horacio Blanco, Ray Wilkerson, Anthony Pawluc (Local 44 Administrator). Second row: Jim Schwalm, HB Aaris, Ken Mieding, David Jackson, Ronnie Cunningham (Local 44 Business Agent), Jonathan Tang, and Kim Derry. Third Row: Bruce Hayes, John Wonzer, Jim Rothrock, Lou Lindwall, Jan Aaris, John Frazier, Mike Wever, Drew Wozniak, Joe Perez, Fernando Massiel. 4th Row: Byron Frazier, Jim Thoms, Jack Davis, Francis Pennington. Back row: Bobbie Bell, Casey Noel, J D Schwalm, Jesse Noel, Eric Frazier, Newt Wimer, Jesse Orozco. Not pictured: Ralph Kerr, Mark Noel, Mark Hawker, Terry King, Ken Ebert, Tom Frazier, Rocky Gehr, Pete Gerard, Rich Helmer, Tim Moran, James Nagle, Russ Nave, Joe Pancake, Mike Roberts, Hal Selig, Harry Smith, George Stevens, and Bryan Wohlers

ADDITIONAL LOCAL 44 AWARD WINNERS, PAGE 9

**Membership Meeting... Pg. 9
Callboard Procedures... Pg. 10-11
Retiree Rate Table... Pg. 15**

“If it weren't for Philo T. Farnsworth, inventor of television, we'd still be eating frozen radio dinners.” -Johnny Carson

LOCAL 44 SHOP STEWARDS

CBS Studio Center
Tibor "Ted" Barti
Arthur Eishtadt

Disney Studios
Kenneth Knight

Universal Studios
Michael Cappello
Robert "Inky" Intlekofer
(Property)

Fox Studios
James "Jimmy" Meyer

Greg "Tiny" Hamlin
Bryce Vardanian

Sony Studios
Chic Chaldu

Las Vegas, NV
Bobby Zeletes

SAT
Alex Vuckovich

Paramount Pictures
Tony Chavez

Warner Bros.
Dennis Christensen
Rick Manson (Property)
Gene Owens Jr.
John Petros

"JAG"
Andrew DeMuri

Field Stewards
Ralph Fierro
"Grande" Gonzalez
Jay Hirsch
Art Piatt
Joe Recchia
David Roesch
Richard Ross
Tomas Sallvin
Randy Severino
Anthony Syracuse
Dennis Ullman
Ken Wilson
Michael Todd
Arthur Chavez
Greg "Tiny" Hamlin
Brian Kelner

Alpha Medical
Alex Hernandez

CBS Television City
Andrea Joel

NEWSREEL SUBMISSIONS

**The deadline for the
next issue is:
April 27, 2005**

**Please be sure your contact
information is clearly marked.
E-mail: newsreel@local44.org,
cpleasants@local44.org**

**Fax: 818-769-1739
Mail: Local 44 Attn: Newsreel
12021 Riverside Drive
North Hollywood, CA 91607
Questions? Call 818-769-2500
X120**

**LOCAL 44
WEBSITE:
www.local44.org
LOG ON AND STAY
CONNECTED!**

LOCAL 44 OFFICERS AND REPRESENTATIVES

Officers:

Ronnie Cunningham, Business Agent
Elliot Jennings, Secretary-Treasurer
Jack Thomas, President
Stacey McIntosh, Vice President

Executive Board:

Erin Hennessey, Propmaker Representative
Gene Owens, Propmaker Representative
Armando "Grande" Gonzalez, Propmaker Representative
Peter Angles, Property Representative
Gary Oseransky, Property Representative
Joseph Recchia, Property Representative
Emily Ferry, Property Master Representative
Craig Raiche, Property Master Representative
J.D. Streett, Special Effects Representative
Jeff "JC" Machit, Special Effects Representative
Brenda Meyers-Ballard, Set Decorator Representative
Robinson Royce, Set Decorator Representative
John Matheson, Coordinator Representative
John Samson, Coordinator Representative
Mary Gullickson, Sergeant-At-Arms

Delegates:

Erin Hennessey, Propmaker Delegate
Gary Oseransky, Property Delegate
Craig Raiche, Property Master Delegate
George Paine, Special Effects Delegate
Brenda Meyers-Ballard, Set Decorator Delegate
Barry Kingston, Coordinator Delegate

Trustees:

Bob Carlyle, Trustee
Otto Lungren, Trustee
Jeannie Gunn, Trustee

**Executive Board members can be reached by e-mail
at eboard@local44.org**

"When a man tells you that he got rich through hard work, ask him: 'Whose?'"

- Don Marquis

BUSINESS AGENT'S COLUMN

By **Ronnie Cunningham**



I would like to extend my heartfelt thanks to those members who were able to attend the General Membership meeting on Saturday March 12. Although we did not achieve a quorum, I appreciated hearing your comments and concerns, and will keep the issues brought to my attention at the meeting, on the agenda as we move forward.

One issue that was discussed at length at the General Membership meeting was runaway production. On March 15, I spoke on behalf of Local 44 at the Burbank City Council meeting to request the Council's support of a 301 (a) petition, a provision of the United States trade law that provides an avenue to remedy unfair trade practices and curb runaway production. Below is the body of my speech to the Council.

Madam Mayor and Members of the City Council,

Thank you for the opportunity to speak to you about a very critical issue. My name is Ronnie Cunningham, and I am the elected business representative of the Affiliated Property Craftspersons Local 44 of the IATSE. I am here to speak to you on behalf of the almost six thousand members of my union, the men and women who are the artisans of the motion picture and television industry, 400 of whom live in Burbank. They are highly skilled and extremely talented decorators, special effects technicians, construction coordinators, property masters, carpenters, set dressers, upholsterers, drapers, floor coverers and greens people. They literally create the physical world of the screen-writer's story. Their artistry can make an imaginary planet or Rick's Café in *Casablanca* as real a place

as the interior of your home or this beautiful City Hall.

In the past few years, my members have seen their jobs disappear, stolen by foreign governments which make the cost of their citizens' labor artificially cheaper with subsidies. The studios which employ us claim our rates are too expensive and not competitive, even through with every new contract our real wages are negotiated lower and lower in hopes of returning our work to the United States. I ask you, how can a craftsperson making just a basic living wage in Burbank possibly compete with one in a foreign country where one third to one half of his or her salary is paid by the government? Who are you going to hire to mow your lawn? The kid who charges the going price in the neighborhood or the kid whose mother will pay you to let her child do the work? This is not fair and this is not right.

The United States has agreements with other countries intended to create free trade, but it is not free trade when there is not a level playing field and subsidies interfere with the natural forces of the marketplace. My members and your city have suffered great harm because of these unfair programs in foreign countries. Experts on international trade have said that they are wrong. It is time for them to be addressed. It is time for everyone to play by the rules they have already agreed to.

Do not be fooled by the figures from the EIDC, because the EIDC counts only applications for film permits and not actual days of shooting. Even though the market for film and television has expanded enormously in the past ten years,

the current numbers are nowhere near what they were in the late nineties, before the impact of foreign subsidies began to be felt. Half of the permit applications for television now are for reality shows, which provide almost no employment for my members and much less employment over all than regular TV shows and feature films.

Local 44 is in the trenches of this trade war, and we know the difference. I know what I see and what I hear from my members, who are hurting badly. I am here to speak for them, and to ask you, on their behalf, to speak not only for us but for everyone whose livelihood is in the American film and television industry. It is most appropriate for you, the government of the city that is the "Media Capital of the World," to add your voice to ours in support of FTAC's resolution requesting a federal investigation into these illegal and unfair foreign subsidy programs. Please join us before it is too late.

In the March 15 meeting, with one council member absent, the Burbank City Council deadlocked 2 to 2 on supporting filing the trade petition. However, all five members of the Council will vote again on this same issue at the council meeting on April 26, 2005. The meeting will start at 6:30 PM at Burbank City Hall: 275 E. Olive Ave., Burbank. There will be a rally outside at 5:30 PM. I urge all of our members to come out to show support for this important petition.

IMPORTANT: LIFE INSURANCE CHANGE

Effective March 31, 2005: if you become suspended (that is, you are one quarter late in payments), you lose your Life Insurance.

So, stay in good standing and you'll stay covered by Local 44's life insurance policy.

The following is a reprint from our Nov. 2004 Newsreel. This is VITALLY important. Please talk to your personal doctor, and if he or she is not your best choice, have them recommend a doctor for you.

Changes in Workmen's Compensation

If you follow the news, you know that Governor Schwarzenegger has signed into law an extensive overhaul of the state's workmen's-compensation system. The California Labor Federation, along with pro-labor state lawmakers, was able to negotiate a compromise package that headed off more severe measures that pro-corporate interest groups were threatening to push through.

Under the new law, your employer will have the right to designate which physicians you can use under your workmen's comp claim. However, if you work for an employer that offers group health insurance (union or non-union), you can retain your choice of doctor by pre-designating in writing your choice of physician.

Below, for your convenience, is a form to do just that. (Remember this form goes to your company's H. R. department and not the Local.)

You may want to make copies of the completed form (leaving the "name of employer" space blank) to turn in with your "start" paperwork.

In accordance with the new workers' compensation reform law enacted April 19, 2004, as it amends Labor Code Section 4600, if your employer provides group health coverage (either union or non-union), you are allowed to pre-designate your primary care physician as your personal physician for your workers' compensation medical treatment. If you pre-designate your personal physician, you will be allowed to be treated by this doctor immediately after you are injured. If you fail to pre-designate your personal physician, your employer will select a physician for you.

To pre-designate a physician, complete the following form in full, and send it to your employer's human resources department.

PERSONAL PHYSICIAN PRE-DESIGNATION FORM

TO (name of employer): _____

In the the event that I sustain a job-related illness or injury, I designate my personal physician to provide medical care immediately after the injury, and for the purpose of all related care, as appropriate, for the duration of my treatment for that illness or injury.

By making this request, I am not waiving my right to immediate, appropriate and adequate emergency medical treatment in instances where my personal physician is unavailable, nor am I waiving my right to be referred to specialists or other providers as necessary.

Personal Physician: _____
(physician's name, office, clinic or hospital)

Address: _____

City: _____ State: _____ Zip: _____

Telephone: (____) _____ - _____

Employee's signature: _____

Employee's name (print): _____

Date: _____

(This form can be used for any employer in the state of California that offers group health coverage)

A SIX-MONTH REVIEW

By Elliot Jennings

Times flies. By the time this reaches your mailboxes, six months will have passed since this administration took office. We have had some positive changes and some unexpected road-blocks. All in all, in the short expanse of time, I believe we have accomplished much. What has occurred?

The Executive Board has convened on average twice a month, 4 hours a night, to try and set this Local on its feet; a sacrifice for which you should commend each Board member.

In an attempt to create an era of openness, the E-Board has been allowing members (upon request) to sit in on meetings. In addition, we have been publishing an abbreviated reading of Board minutes in each Newsreel; allowing the membership to have a sense of the work being discussed. This is a definite departure from the way things operated in the past.

The Executive Board obligated itself to start following the rules *as set down* in the Constitution and By-Laws, not as they wished they had been written. This created situations where policies previously had been done incorrectly, and we were therefore given the task to correct them.

The biggest problem was the Retirees predicament. Past practice was to charge Retirees a reduced fee to vote, and inform them that if they didn't pay they couldn't receive the benefits provided by the Union.

Qualified Retirees didn't need to pay anything to receive benefits.

As of March 22, 2005, after only two months of review, the International approved By-Law amendments allowing four categories in which a retiring member could qualify (see the new rate schedule included in this issue). This incident showed if we follow the correct protocol, we are able to accomplish change.

One of the interesting sidebars to this situation: some members of the E-Board were apprehensive that trying to fix this problem would be portrayed as politically motivated, especially as the voting privilege was incorporated in the

situation. Of the dozens of members who have decided to fully retire, the most common refrain has been, "I haven't voted in years", or "I never voted", or "I don't believe I should be effecting Local politics." Personally, I hope retired members will continue to opt to vote, the yearly per capita payment generates tenfold the return in benefits; but it's comforting to know that over 90% of those leaving the voting ranks were those who weren't involved in the process to begin with.

Within weeks of taking office, in concert with several other Hollywood Locals and Local 44's legal counsel, we helped our brethren with the L.A. City Business Tax. The tax on 1099 income for kit and box rental was reduced or eliminated.

The Executive Board has been backing other groups tackling different legislation affecting our members. The American Entertainment Armourers Association is trying to pass legislation for weapons exemptions for the Motion Picture Industry, which would allow high-dollar action pictures to remain in California.

One troubling revelation early on was that this Local was seriously overspending and seriously under-collecting revenue. Made aware of this condition, the Executive Board fast-tracked the creation of income/expense guidelines, tightened Union expenditures, and by mid-February 2005 established this Local's first ever annual budget.

The budget was based on paying for the operating cost of the Local strictly on dues payments. The social and benefit programs are to be run solely on our initiation fees with some of that earmarked to be placed in our depleted investment accounts.

The Local's Trustees requested, and the Executive Board approved, an independent audit of our books.

The Callboard system is being streamlined to ensure that those who are looking for work have the best opportunity of gaining employment. Those members who fail to fulfill their obligations will suffer some consequences.



Thanks to a greater willingness of supervisory and hiring personnel making use of the Callboard, a better than normal t.v pilot season, and the changes we are incorporating, more of our membership is working, and many members have heard from the Callboard for the first time in years.

Thanks to a coordinated effort by the Secretary-Treasurer's and the Business Agent's department, especially the help from Assistant B.A.s, Ed Brown and Mike Clark, and the prescreening of hires, less members are slipping through the cracks and managing to find work while being suspended or dropped. The numbers are about 20% of what they were in October.

Most recently we held the first General Membership Meeting under this leadership. With the problems surrounding the Retirees, the FTAC people mobilized, and a report in the Newsreel prior to the meeting explaining a dire financial situation with our Local, it was interesting we didn't get the first quorum since 2001. Even so, our attendance was up over a hundred members from last year's meeting.

The 2005 annual budget and a history of the Local's previous spending were available as handouts.

One last comment on the General Membership Meeting; in the By-Laws; Article 4, Section 2(a) reads (in bold face type): **THE BUSINESS OFFICE SHALL ARRANGE FOR ONE GENERAL MEMBERSHIP MEETING PER YEAR...AND IT SHALL BE THE DUTY OF EACH MEMBER TO ATTEND THE MEETING.**

Seldom does our CBLs use the phrase "duty", but if each member did theirs, we would be better informed, united and productive. Consider doing your duty next year. Please continue to make your thoughts known to your Executive Board representatives.

STRAIGHT TIME

By Craig Raiche

After our General Membership Meeting had adjourned, I took the opportunity to meet and talk with a couple dozen members. In general, and in comparison to other membership meetings, they felt this was a more pleasant experience. Criticism was decidedly reserved and constructive. Indeed, most members speaking "on the record" expressed approval and support for the way our executive board is conducting the business of this local. Still, attendance was disappointingly low.

Members urged us to effect easier retirement for those with 30-yr's, expressed hope that we can improve future contracts with independent shops, suggested we form committees to determine a more specific and united agenda, decried the use of foreign subsidies to attract Hollywood film production, expressed dismay at not having the right to vote for President of our international union, asked us to broaden our use of electronic communication, requested that we remind our members of their union obligations, restated a desire to participate on contract negotiation committees, suggested we advise members of any pros or cons relative to new provisions in future Basic Agreements, and asked us to consider adding a Retiree Representative to our executive board.

We thank all of you for giving us your time and offering these, as well as other, concerns. At first chance I expect we'll address them to the best of our abilities. Bear in mind, you needn't ever wait for craft or membership meetings to offer your own comments, questions, or ideas.

Of particular note, our Business Agent announced that the Downey

studio facility has been put on notice to correct certain health and safety hazards. Should Downey's management fail to act in a timely manner it is possible that our members may be asked (or instructed) to not work there. Hopefully, this will have been resolved by the time you read this. Pending employment at Downey, you might wish to check the status of this situation by calling our business office.

In anticipation of the IATSE Convention (it is scheduled for late July and takes place only once every four years) Local 44 assembled its Delegates to review the basic convention process. Soon, we'll meet again to discuss our agenda.

As some may suffer stereotyped misconceptions about our convention, please allow this: Nobody wears funny hats with tassels... no bathing beauties pop out of giant cakes... no balloons or confetti fall from the ceiling and... no secret handshakes are exchanged. Our convention is not a Ralph Cramden / Ed Norton meeting of the Ancient and Royal Order of Racoons. It's definitely a LOfication - not a VAcation. Real business IS conducted.

In essence, our convention is a "State of the Union" address. The IA offers delegates a report on the effectiveness of its policies - and delegates are afforded an opportunity to perpetuate, alter, or discontinue those policies. All delegates are assigned service to one of many committees such as, Resolutions, Finance, Constitution & By-Laws, etc. Delegates then represent fellow members by voicing opinion during committee deliberations. Delegates also elect the IATSE General Executive Board. Additionally, delegates may offer their particular



views and opinions at one of many caucuses taking place after the convention has convened that day.

The convention is not a proper venue for delegates to argue the merits or shortcomings of contractual provisions. Changing the manner in which we elect the IATSE General Executive Board (from "election by delegates" to "election by membership") IS an excellent example of convention business. I encourage all members to contact their delegates and share their concerns with us.

I'm all too aware that it will take a lot more than just my own "encouragement" to motivate members calling their reps and voicing opinion. Apathy is a crippling disease. Quietly, but effectively, it weakens our sense of unity... while quietly, but effectively, it nurtures a sense of futility. Admittedly, these are not the golden years of organized labor and, closer to home, neither has our own union provided much reason to cheer. Still, some members ARE highly motivated and they sincerely wish to accomplish "better" things. The cure for apathy is open and honest communication. TALK to your union reps. Tell them what's on your mind.

Thanks for reading.

Stay Tuned & Stay Interested,
Craig Raiche

PRESIDENT'S MESSAGE

By Jack Thomas

Brothers and Sisters,

First and foremost, I want to thank all of the members who fulfilled their obligation as stated in the constitution and attended Local 44's annual general membership meeting. Further, I wish to extend my thanks to Ronnie Cunningham's crew of Shop Stewards for their assistance to Sergeant-At-Arms Mary Gullickson and our Administrator, Anthony Pawluc. This was the first time we had asked for their help with the check-in and the head count and they did a very fine job of it from what I could see. It was disappointing that we fell short of a quorum but it did go well as an informational meeting.

Some members feel that nothing gets done at an informational meeting and as far as the members being able to directly participate in the business of operating the local, they are correct. What does get accom-

plished is a fair, open and honest exchange of information. Members came to the microphones and got to speak their minds about our union and what is currently happening in the workplace. They made comments and statements as to what their concerns were and found that we were truly interested in what they had to say. Members asked questions and they found themselves receiving answers from informed, prepared officers and representatives. I know some of the Craft Representatives were taking notes and that some of the issues brought up at the meeting were brought to the attention of the Executive Board at the last board meeting. The democratic process is alive in our local and I would say it was well if there had been a quorum at the meeting, but there wasn't. Better luck next year!

On another note, I recently had



to prepare myself to act as the judge at a union trial. Although the trial wound up not being held, since apologies were made and the charges were dropped by the charging party, I have to say I was happy to see that a member had followed our rules and kept the issue within the union boundaries. We, as members of a craft union, do not need to seek the assistance of management to have our member-to-member differences resolved. The process is in place to safeguard fair and just treatment of our members by our members right here in your union's office.

The importance of dealing with our differences in this fashion is how it bears on our unity as trade unionists. If we succeed in regulating ourselves by using the processes available to us within our own Constitution and Bylaws, we never have to involve an outside entity in our problems. By following these rules and procedures, we agree that our disagreements are ours to deal with and no one else's. Remember that no union ever got stronger by having management help them work out their internal problems.

One last thing before I sign off - it is Easter Sunday evening as I write this and I want to wish all the members and their families the very best over this holiday weekend.

JULY 1, 2005
IS THE NEXT DATE FOR LOCAL 44 DUES.
DUES ARE PAYABLE ON OR BEFORE THE FIRST
DAY OF EACH QUARTER.
DUES DATES: JANUARY 1, APRIL 1,
JULY 1, OCTOBER 1

2005 DUES SCHEDULE				
CRAFT	QUARTERLY	QUARTERLY INACTIVE	ANNUALLY	ANNUALLY INACTIVE
Property / Greens	\$137.00	\$82.00	\$548.00	\$328.00
Propmakers, Drapers, Sewers, Upholsterers, Special FX	\$145.00	\$85.00	\$580.00	\$340.00
Prop Masters	\$160.00	\$93.00	\$640.00	\$372.00
Coordinators	\$174.00	\$100.00	\$696.00	\$400.00
Set Decorators	\$178.00	\$102.00	\$712.00	\$408.00

LETTERS TO THE LOCAL

The viewpoints of the individual members expressed herein do not necessarily state or reflect those of Local 44, its officers or staff.

As I stood at our last union meeting, I saw our participating membership that attends meetings dwindling down and it's no wonder. We have our E Board fighting our Business Agent and vice versa, and people being hired at the hall that I have no clue who they are and what they do. One of them a judge's daughter, I understand. Another is the political hire who ran against our current treasurer. Then we now have people in management as Shop Stewards. I don't care what anybody says, that is a conflict of interest. We also have the E board trying to fire our retiree representative because he is a friend of the Business Agent. Let me tell you one thing, Tom does a lot more than earn his keep, and it would cost us a lot of money to replace him. Or is it the Board's plan to do away with retiree programs all together? When is Local 44 going to settle down and do what they are supposed to do - that is to make Local 44 a better place for all its members. Remember that if there are no members, you all don't have a job.

Joe Pinoy Lozano
Retiree member for 29 years

Dear Newsreel:

Eight weeks ago I began this campaign to mobilize the membership around the 301(a) trade remedy as a way to combat runaway production. In order to put an end to the unfair trade subsidies that many countries including Canada have used to lure away United States film and television production, a one time fee (per member) will be needed to fund the filing of this petition of complaint with the World Trade Organization (WTO).

It appears that we have the support of the E-board along with our Business Agent, Ronnie Cunningham, on this issue. Not only did Ronnie Cunningham publicly endorse FTAC'S 301(a) trade remedy at our general membership meeting on March 12th, but he also put out the call for all Local #44 members to attend the upcoming Burbank City Council meeting on March 15th.

During the Burbank City Council meeting, he stood along side officers from other local unions (Camera, Teamsters, Lighting, Laborers, Plasterers, Animators, SAG, etc), and spoke as the representative of 5,500 film and television workers that are Local #44. Ronnie Cunningham asked the council members to support FTAC'S filing of the 301(a); demanding an immediate investigation into these trade practices, and if found to be in violation of existing trade agreements, have the illegal subsidies removed. The evening ended in a (2/2) split vote; with one council member being absent. The stage is now set at Burbank City Hall for Tuesday, April 26th at 6:30 P.M. All 5 council members will be present and we will get a final decision. Strength in numbers ladies and gentlemen. We need as many warm bodies out there as we can get.

When those of us attending the March 12 membership meeting were asked (in a non-binding show of hands) if we would support a one-time fee to fight runaway production, 80 to 90 percent of us raised our hands. It is hoped that members of FTAC'S executive board will meet with the Local #44 E-board to hash out the details of the 301(a) filing.

At an upcoming E-board meeting we hope to present a proposal to create a Local 44 membership referendum (secret mail-in ballot) to vote on the implementation of a one-time fee (per member) to create a special fund to cover the legal expenses incurred

during the filing of this grievance. I hope this referendum will get the same overwhelming approval that we saw at the membership meeting.
Joe Livolsi
Propmaker, Local 44

RETIREES AND "FREE" DUES

Some confusion has occurred lately with Retirees receiving a notice explaining they were about to be suspended or dropped for lack of payment. The common response was, "I thought I had free dues if I decided not to vote."

The problem comes with the term dues.

Your quarterly payments are made of two components; the "dues" owed to the Local, and the per capita tax owed to affiliated organizations, most notably the International. We often *wrongly* call the whole amount "our dues."

We want to clarify that when you are qualified to be Retired from the Local (age 65 with 25 years or more in the business) you have two options. Both options give free "dues" to the Local.

1. You fully retire. You no longer pay any dues or any per capita to the International. You **must**, however, fill out a form to go to the International before this no payment option goes into effect. If you choose this option you will no longer be able to vote; you cannot vote at meetings, in Local elections, or on contracts.

2. You wish to vote. If you wish to continue to vote, you no longer pay "dues" to the Local **but**, you have to pay a per capita tax to the International. The Local doesn't keep this fee, it goes straight to New York.

If you still are not sure what to do, please call the Business office at the Local (818) 769-2500.

THE 2005 GENERAL MEMBERSHIP MEETING

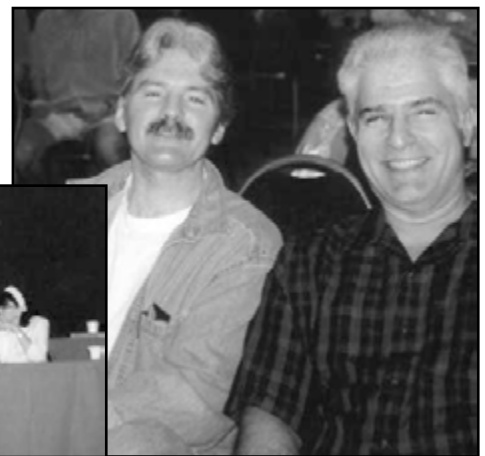


The annual general membership meeting of Affiliated Property Craftspersons, IATSE Local 44 was held on Saturday, March 12, 2005 at the Sportsmen's Lodge in Studio City. The official attendance was 376, up from recent years, but still about 170 less than needed for a quorum.

A large-screen counter - visible to all - was used to monitor attendance levels. Wristbands were distributed so that, in event of a quorum, only voting members would be counted. Written agendas, a financial report and budget for 2005 were available at the literature table.

Without a quorum enabling the official conduct of business, the meeting was designated as "informational." Business Agent Ronnie Cunningham and Secretary-Treasurer Elliot Jennings gave reports to the membership.

A lengthy question-and-answer session ensued, with many comments, questions, and statements from a variety of members present. For more specifics on the topics discussed, see Craig Raiche's article "Straight Time" on page 6.



CONGRATULATIONS ACADEMY AWARD WINNERS!

FRANCESCA LO SCHIAVO - FOR SET DECORATION ON *THE AVIATOR*

JOHN FRAZIER - FOR VISUAL EFFECTS ON *SPIDER-MAN 2*

CONGRATULATIONS VISUAL EFFECTS SOCIETY AWARD WINNERS!

**ROBERT SPURLOCK, RICHARD STUTSMAN AND BRUCE STEINHEIMER
FOR OUTSTANDING SPECIAL EFFECTS IN SERVICE TO VISUAL EFFECTS IN A
MOTION PICTURE ON *THE AVIATOR***

NEW CALLBOARD PROCEDURES: HOW YOUR CALLBOARD WORKS

By George Paine, Head Call Steward

All too often people ignore the role of the Callboard until they have been out of work for a significant amount of time. If you haven't had a call from the Local lately: you're not listed as out-of-work, you're not picking up your messages, or your brothers and sisters are not removing their names from our lists and slowing us down from ever reaching you.

This year's rush of pilots in combination with seasonal and feature production have brought about an unusually busy work atmosphere. In the interest of clarification and fairness to all members we would like to reinforce the proper procedures for using the call board to place calls and use of permitted workers.

Members say, "I work a day here and a day there every week, I don't want to "bother" the call board by reporting every change." This is hurting you as an individual and the membership as a whole. The reason for calling in is to keep our records current, protect you in the event of a workers comp or EDD audit, and provide a valid list to our lead people wishing to hire our members.

Frequently we send lists of non-working members to production companies, keys, lead persons, coordinators, and general foremen. Just as frequently we hear back that a majority of those they call from the list do not return their calls, or they are already working. This wastes a potential boss' time. The Callboard faces the same problem, calling many to find a few.

If you get a call from the hall, **RETURN THE CALL**; even if you are working and have to call after hours. We have an answering machine and you SHOULD leave your information, we will handle the call appropriately in the morning when we get in.

We are implementing rules to speed up running through the lists. **BE AWARE OF THE CHANGES!**

THE RULES FOR MEMBERS:

For the Callboard to operate fairly for ALL members:

You must call in your work status within 24 hours of any change in employment (hired or laid off). This saves everyone trying to hire a great deal of time.



From left to right: Local 44 Call Stewards Joann Hicks, George Paine, and Dan Graham

You must notify the Local regarding any changes of phone numbers or address within 3 days.

If you receive a call for work from Local 44, you *must call back* even if you are not available.

If you do not call back, you will be rotated to the bottom of the list after the second non-returned call!

Also, if you turn down a work call three (3) times in a row, you will rotate to the bottom.

WILL CALL: You may request this status. If you wish to be unavailable for work (family situations, out-of-town leave, etc.) this will take you off the active call list. You will retain the last date you worked as your position

on the call list. **You must call us when you want to be placed on the Active list again!**

INACTIVE: If you are listed as Inactive, you *will not* receive phone calls. You must change your status to Active if you want work calls or you go to work.

ASAP LIST: If you are in need of qualifying hours for medical or you have other extreme financial situations you may place your name on this list.

ASAP means you will accept *any* call, at *any* time, **immediately!** Refusing an ASAP call removes your name from the list!

ONE DAY CALLS: Under most circumstances someone who receives a one-day call remains at the top of the call list until receiving a second call.

NO SHOW – NO CALL: If you do not show for a call and you do not call *both* your supervisor and the Local explaining why you were absent, we record the incident. After the third incident your name is submitted to Secretary-Treasurer Jennings. At that point you may be brought up on charges before the Executive Board.

THE RULES FOR SUPERVISORS AND HIRING PERSONNEL:

All work calls (including request calls) should be placed through the Callboard. This allows the Local to verify if your hires are members-in-good-standing and able to go to work.

The callboard is open from 5:30 AM – 8:00 PM, Monday through Friday.

Once a member accepts a work call (even an ASAP call), if that call is cancelled, you must either find work for the member, or pay for an 8-hour minimum call.

The Callboard may attempt to fill a call until 10:00 PM, providing they were placed between 5:30 AM and 7:00

PM. If the call time allows, an attempt to fill the call may resume the following morning.

ASAP (Emergency) CALLS:

The Callboard will give preference to all ASAP calls.

ASAP calls cannot always be filled within a short period of time; a time limit for attempting to fill the call must be included when placing your call. For example if you need someone within two hours we will stop calling after that time period, if you need someone regardless of arrival, we will continue to call until the call is filled.

REQUEST CALLS:

If those you have requested are not available, you have the option to cancel the call, or

The union will fill the call with those members available from the call list.

IF YOU REQUIRE LABOR WHEN THE CALL BOARD IS NOT OPEN:

If you have to hire a non-member because of an unusual circumstance or after hour situation, that individual may work the completion of that shift. They should be laid off at the end of that shift and if there is a call for the following day, an attempt to fill the call should come through the Callboard.

An emergency hire will not have their days approved as legitimate days counting toward the 30 days required for membership. A union member was not given a chance to fill the call. This is not a method to “backdoor” someone into the Union.

IF YOUR CALL IS TURNED OVER FOR PERMIT HIRING:

In filling a call, the Callboard will go through all available members for that call first.

Members from the Commercial crafts will be called as the next option.

After this option is exhausted, we will fill the call with individuals who are on the Industry Experience Roster and have days accrued in a 44 craft.

Finally, the Callboard will “turn over” a call to the member placing the hire request. They are at this point

allowed to hire non-members.

We are strongly urging that members use (at least in part), the list we have of non-union permits. We have their information on file. We can fax you this list on a “turnover” or, give you the names over the phone of the first several individuals. The list includes any member referral or work experience (i.e. non-union work) in their desired field to aid in your choices.

The following morning, fax to the Callboard the names, Social Security, and phone numbers, of permits hired. If you have hired a permit, they **must** be laid off before any member of 44 is laid off.

Once a permit has been laid off, they may not be re-hired until another call is placed through the hall and that call is “turned over”. The fact that they have been on the Production Company payroll is not sufficient to rehire them, and rehires in this manner will not have their days approved.

NO ASAP calls will be turned over for permits. Work calls placed after 7 PM or any ASAP calls will not be “turned over” to hire a permit.

NO HIRE LETTERS:

If a hiring member has an individual who has had chronic problems (late or missing calls, unprofessional conduct, and abusive behavior) and you wish to avoid rehiring that member you must file a No-Hire Letter. The Local in fact encourages this procedure (we have no recourse against members unless there is documentation of repeat offenses).

You **may not** send the Local a direct request to not hire a member; this is considered blacklisting. The proper procedure is to send a letter to a Production’s Labor Relations Department, or in the absence of this entity, the letter should go to Contract Services. Contract Services will then forward a copy to the Local for their files and to the member for his proper notification.

We hope this helps with your understanding. Please call if you have any other questions.

**TO THE BEST OF
LOCAL 44’S
KNOWLEDGE,
THE FOLLOWING
SHOPS ARE
NON-SIGNATORY:**

Applied Effects

**Culver City
Custom Props**

Flix Fx Inc.

**The Hand Prop
Room**

KNB

Stan Winston

Any Key Personnel using these non-signatory shops in connection with Local 44 Jurisdiction work will be the subject of appropriate disciplinary action.

ACROSS THE BOARD REPRESENTATION

By Assistant Business Agents
Ed Brown & Mike Clark



With nine crafts and a membership of over five thousand brothers and sisters, across the board representation can be a daunting task. So often when members have had jurisdiction issues that fall into that “Gray Area,” there has been either conflicting information or no information to clarify these situations. This is not the case anymore. With Mike Clark’s forty plus years of experience in the construction field, both outside and inside the Motion Picture & Television industry, there is hardly a situation within that arena that Mike can’t address. As well, Ed Brown’s expertise in Property spans over twenty-eight years, working as a “Leadperson” for most of those years, he is able to address the concerns of all those working under the Property umbrella. We truly feel that with our collective experience an environment exists in the Business Agent’s Office that can completely give our vast and diversified membership the true meaning of “Across the Board Representation.”

Sub-Contracting Do’s & Don’ts

So you’re on the set and pushing to get all the day’s work accomplished on time and on budget. A portion of the job requires a little more attention than you expected and a specialized skill to complete. Your producer wants results quickly and cost efficiently. How do you handle this situation?

1. Pick up the phone and call an outside contractor that specializes in this field and has low labor costs?
2. Call the Local 44 Callboard and request a Union Brother or Sister to complete this job to your specifications?

If you picked choice #1, we need

to talk. It’s obvious that choice #2 is the correct answer. It’s easy to pick up the phone book and call an outside, non-union vendor. But by doing so, you are undermining everything that Trade Unionism is about, as well as directly taking food off the table of our Brothers and Sisters. We have many very talented and diversified members of Local 44, who have an abundance of talents and skills. These are the people you should turn to first to complete these specialized jobs. When you find yourself faced with this situation, there are procedures that you must follow. As stated in the “Agreement between Producer, I.A.T.S.E. and Affiliated Property Craftsperson’s Local 44” in section VIII, Duties and Division of Work, sub paragraph (k) it states; “Before such work is sent outside, the Producer agrees to discuss the matter with the Business Representative of the Union”. As well, the “I.A.T.S.E. Basic Agreement” goes even further, it states in section XX. Policy, Applicability of Agreement and Subcontracting, sub paragraph (d) Subcontracting;

“the Producer will subcontract such bargaining unit work to any other person, corporation, joint venture or entity only: (1) if the Producer first notifies the IATSE in writing of its intention to subcontract, and (2) the direct labor costs of the person, corporation, joint venture or entity who will perform such work under said subcontract are not less than the direct labor costs set forth in this Agreement, or (3) if the Producer lacks the requisite technology, facilities or equipment to perform the

work.”

Please remember that contact and discussion between you and the Business Representatives office is the first step in this process.

Are you Anonymous?

We often find that members feel the need to remain “Anonymous” when contacting the local with issues. Please remember that we are here to protect your best interests, we are your allies not your adversaries. Think of us like Las Vegas, “What happens here stays here.”

What’s your status?

Please remember to notify the callboard with your current employment status and most up to date contact information. This is utilized to help stay in contact with you, inform you and more importantly, keep our Brothers and Sisters working. Stay in touch, stay informed.

EXECUTIVE BOARD MEETINGS HIGHLIGHTS

At the time this edition of the Newsreel went to print, the Executive Board had not yet approved the minutes of the last two meetings. E-Board meeting highlights will be printed in the next issue.

MEMBERS AT E-BOARD MEETINGS

In February, the Executive Board had to modify the method used for general members wishing to attend E-Board Meetings.

The prior procedure was to allow members who were interested in attending to do so, on a first-come, first-served basis. The attendance was restricted to the first three members submitting their request in writing to the Secretary-Treasurer's office.

However, beginning in February and into March, the Executive Board finally received more requests than seats that were available.

In an attempt to make access to the meetings as equitable as possible, the Executive Board debated several solutions, finally settling on the following new procedures:

The number of members to attend would remain at three.

Submissions to attend needed to be in writing and delivered to the Secretary-Treasurer's office by noon the Wednesday prior to the next E-Board meeting.

Three names would be drawn at random from the requests submitted.

The three members attending a meeting will be excluded from the draw for the next E-Board meeting; unless any of the three spots are open (those attending the previous meeting will then be randomly selected to fill the open spots).

Written requests will not be held if a member is not selected. New requests must be submitted for each new E-Board Meeting.

Members are excluded from attending E-Board Meetings which have been designated Special.

RETIREES: KEEP YOUR RIGHT TO VOTE

By Ronnie Cunningham

I realize that many of our Local 44 retiree's are on a fixed income and every penny counts. However to retain your "voting retiree" status, the charge is only \$80.00 a year, or \$20 a quarter. This is only half of the per capita tax owed to the International for retiree's - Local 44 pays the other half. For less than twenty-five cents a day, you continue to have a say in the running of the Local, and more importantly, a say in the administration of pension and health benefits.

Contract negotiations are only a year away. There is no doubt that pension, health, and the two additional checks will be on the forefront of the agenda. These are issues that directly affect Local 44 retiree's, and your votes will be necessary to ensure the continuation of vital benefits.

Currently, we enjoy one of the best pension and health plans in the United States. Personally, I save several hundred dollars a month on prescriptions alone. (I have one prescription that would cost about \$300 for 20 tablets without our health plan.) With the rising cost of health care, it is almost a guarantee that the producers will be crying poverty at the bargaining table, and prescriptions will be the first thing on the chopping block.

The retiree programs that I started over ten years ago have grown into something we all enjoy. We had seventy-three people at the first retiree luncheon. At the 2004 holiday lunch, attendance was up to 440. Local 44 is one of a kind in its retiree programs. We offer trips, golf games, a day at the races and numerous other activities and special programs. If we could continue to pay the full per capita tax for our retired members, we absolutely would. And the Executive Board has promised me that they will revisit the issue once Local 44 is back in the black.

For now, I urge each retiree to retain your right to vote. As Local 44 retiree's, you are valued, active members, and our Local needs your help and your voice to make sure you continue to enjoy the benefits you worked so hard for so many years to obtain. **Help us help you – keep your right to vote!** Retirees are the foundation of Local 44.

VACATION/HOLIDAY PAY NOTICE

FROM: GENE OWENS

TO: IATSE & BASIC CRAFTS REPRESENTED EMPLOYEES

This is to notify you that employees of companies in the Warner Brothers Entertainment Group who are covered under and IATSE or Basic Crafts agreement will no longer be required to submit a written request in order to receive their vacation/holiday pay.

Instead, pursuant to an alternative procedure contained in the Vacation and Holiday provisions in the applicable collective bargaining agreements, the Company will now automatically issue a vacation/holiday check to you, as soon as possible after March 15th following the year the vacation/holiday pay was accrued. This applies whether or not you are on payroll or off payroll at the time, and regardless of the number of days worked during the year in which the vacation/holiday was accrued.

Accordingly, as soon as possible after March 15, 2005, you will automatically be issued a check for vacation/holiday pay accrued in 2004, payable in 2005. You do not need to submit a request for this payment.

Also, if you have any unclaimed vacation/holiday pay accrued in prior years, you will receive checks for these payments at this time.

Because you are receiving your vacation pay at this time, when you take vacation time off during the year, you will not receive any pay at that time.

If you have any questions or need further information regarding this matter please contact the applicable Labor Relations Department:

Warner Bros. Pictures: Warner Bros. Animation; & Warner Bros.
Advanced Media Services – 818-954-6397
Warner Bros. Studio Facilities – 818-954-1319 or 818-954-3587
Warner Bros. Television – 818-954-7274 or 818-954-7273

JOHN PARKER FIGHTS BACK

IATSE 44 brother John Parker is a man on a mission - in search of a living liver donor to save his life. Many of you know John as the leader of "Forced Call," the red hot blues band who has entertained us at our union picnic for the last three years. He also heads the fixtures team for both the "JAG" and "NCIS" television series.

To look at John, you would think he is very healthy and without a care in the world, but he has quite a different story. John found out last year he has primary liver cancer which was caused by cirrhosis (from years of doing what we all did best in our younger years, and from environmental chemical exposure in a paint shop where he worked for several years). His original tumor was successfully treated by UCLA's oncology team over the last year, but it killed more than half of his liver in the process. After months of evaluation testing, he has finally been put on the "transplant waiting list." He was told two weeks ago that he needs to start looking for a friend or family member who could be a potential living donor for him.

There are not nearly enough cadaver donors to take care of the patients who need transplants these days and you must be in a very critical state of health in order to move up the "list" to receive one. John does not have the time to sit patiently and wait, his doctors say he needs the transplant immediately.

His wife, Lynn (an IATSE 44 Decorator) has put together some information to bring us up to speed on "what makes a good donor" and some interesting facts you should know to help them in their search.

A healthy living person can donate half his liver to be transplanted and the donor's liver can regenerate to full size in about 5 weeks. No, John's unhealthy liver cannot regenerate. The very small portion that is left is mostly scar tissue from the cancer and cirrhosis.

A potential donor can be a relative or a friend. I'm not sure how the hospital feels about strangers but we're all union brothers and sisters,

aren't we?

The most important thing is that John is an "O" blood type. He can only take blood from another "O" type. It doesn't matter if it's positive or negative. "O" is the most prevalent type and it is also used as the universal donor type for all other blood types. Most "O" patients wait longer for a donor than other blood types because the organs are used up by the others.



A donor would need to be about his size for the liver to match. John weighs 172 and is 5'10". The perfect donor would be male, if possible (due to the testosterone level in the blood, we think) and they also prefer someone between the age of 21 and 55. Even a female who is a really good match might be possible.

For a potential donor, there would be a series of evaluation tests done. I'm sure UCLA would want to do them here in Los Angeles at their facility. When a suitable donor is found, the operation would be scheduled based on everyone's availability (including the two doctors who do the simultaneous living transplant). After surgery, the donor would be in the hospital for one week, then need home care for 3 to 4 weeks. They can't drive until that period is over. Someone must drive them to UCLA for a checkup then the donor should be released to return to work.

There has been great success with this type of surgery. It's much better for the recipient to have the surgery while he is well enough to recover

fully and the chance of rejection is less with a living tissue transplant. It's the chance to give a friend the gift of life and that is very precious.

Motion Picture insurance pays for this type of procedure now. UCLA insists that the donor has insurance to cover their own health in the event the evaluation team finds a health problem that needs to be addressed. If a donor is from out of town, John and Lynn would be happy to pay for the airfare and living accommodations while here.

If you know of someone who might make a good candidate, please contact Lynn and John or their transplant coordinator, Karyn, at the number listed below for more information. Karyn will take care of all the arrangements and can answer all your questions. Again, they wish to extend their thanks for the continued love, support and prayers from all of you.

If you want to know how John is handling all this - he's got a good attitude and he's hanging in there. He has his good days and his bad days...but he's still working on two television shows, renovating his sailboat, racing in the yacht club series, selling his new cd "Off the Clock" and booking his blues band "Forced Call," all at the same time. Folks, that takes a lot of guts! His doctors keep trying to get him to go on disability but he just laughs at them and keeps on marching.

And by the way, for those of you who have asked, the "Off The Clock" cds are on sale at:
www.cdbaby.com/forcedcall

Call the Local 44 business office for contact information.

or log on to:
www2.healthcare.ucla.edu/transplant/liverdonor.html (no spaces)

NEW RETIREE CLASSIFICATIONS

On March 22, President Short of the International approved the four By-Law amendments for Retirees. A detailed explanation was posted in our last Newsreel (March 2005). Below is a chart that we hope explains the changes that will go into effect the second quarter 2005. These are the rates through the end of 2005.

Category	Special Condition	Age	Experience in Years	Quarter Rate for 2005
Retired	Form Filed with International	65+	25+	free
Voting Retiree	Pays per capita to International	65+	20+	\$20
Pensioner*	Collecting an unreduced pension	Under 65	20+	\$58
Reduced Active Property Propmaker Prop Master Coordinator Set Decorator	Allowed to work 39.5 hours a month without reducing their pension benefits	65+	20+	\$72 \$74 \$78 \$86 \$87
Inactive	Members not in any of the above categories	Under 65	Under 20	Must pay regular inactive craft rates until qualified for other categories

*A Pensioner who was 62-64 years old by December 31, 2004 will be considered a Voting Retiree.

Again, if you have any questions regarding your status, please call the Business office.

IN MEMORIAM

GERALD ADAMS
SET DECORATOR
BORN: 4/2/1933
SWORN IN: 8/4/1967
RETIRED: 8/1/1993
DIED: 3/12/2005

WINIFRED MCLEAN
DRAPERER
BORN: 4/2/1921
SWORN IN: 9/28/1953
RETIRED: 5/1/1986
DIED: 3/3/2005

ROGER MYERS
PROPMAKER
BORN: 2/26/1943
SWORN IN: 12/18/1976
RETIRED: 11/1/2000
DIED: 3/1/2005

ANTON RUPPRECHT
PROPMAKER
BORN: 9/11/1962
SWORN IN: 10/5/2001
DIED: 3/27/2005

LOUIS SLUSKIN
PROPERTY MASTER
BORN: 3/17/1911
SWORN IN: 7/2/1939
DIED: 3/9/2005



HANK STONECIPHER
COORDINATOR
1/16/1923 - 2/16/2005

HELP FOR THE FLAMMER FAMILY

Michael Flammer was short by just a few years of being vested for his pension when he passed away on November 27, 2004. He leaves behind his wife Susan and their two children Stephanie 12 and Christopher 9. Sadly, they will not receive any benefits through The Motion Picture Pension & Health Plan.

Donations can be made to a scholarship fund for Michael's children. If you would like to contribute please make checks payable to: Local 44 Benevolent and Retiree

Fund, 12021 Riverside Drive, North Hollywood, CA 91607. On the Memo line please indicate "Flammer Children Scholarship." The Local 44 Benevolent Fund will send donations on to the children's Scholarship Trust.

