



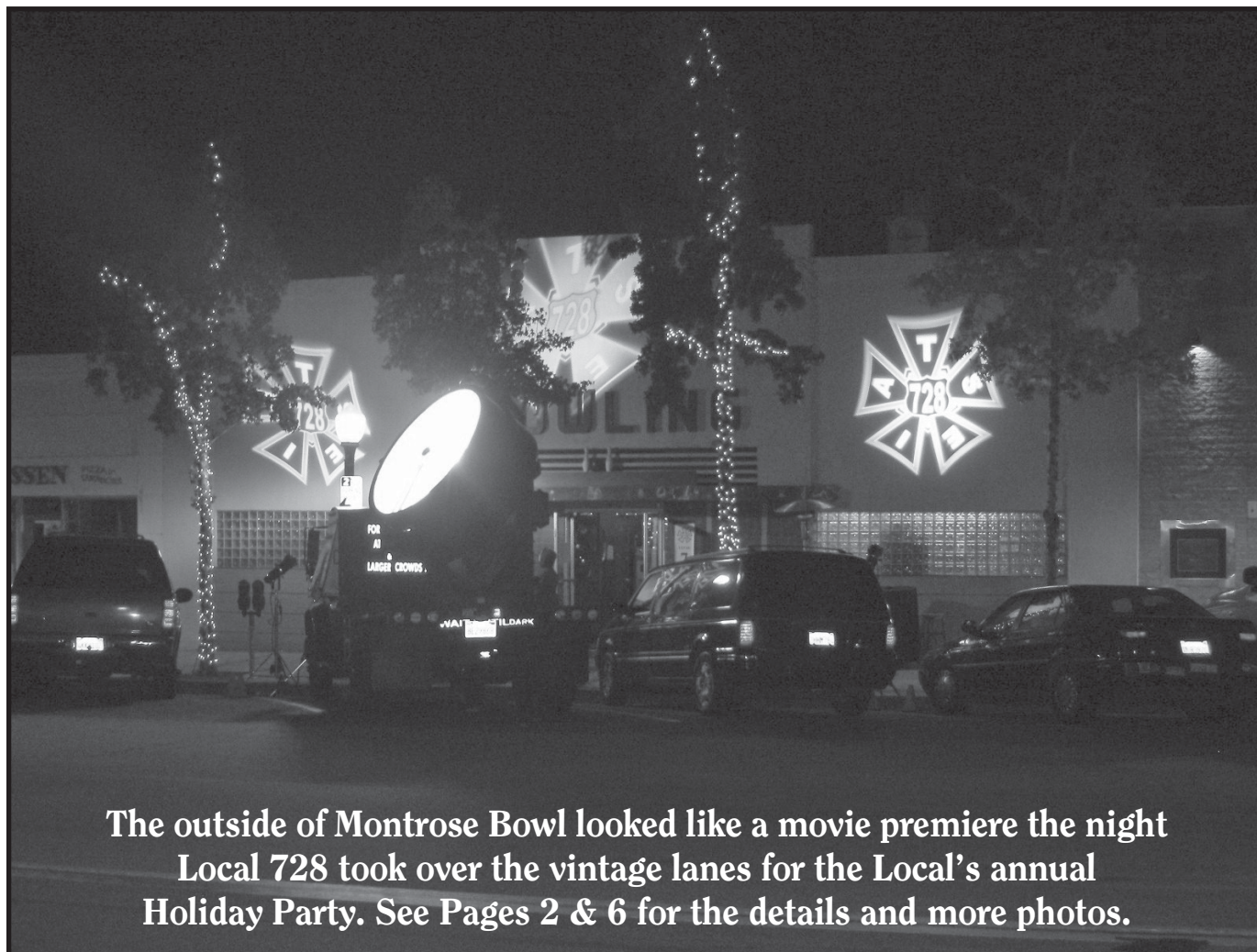
THE BULLETIN

HOLLYWOOD
CALIFORNIA

CHARTERED
MAY 15, 1939

LOCAL 728 STUDIO ELECTRICAL LIGHTING TECHNICIANS
THE ONLY SET LIGHTING IATSE LOCAL IN THE WORLD

VOL. 19; No. 1
2009



The outside of Montrose Bowl looked like a movie premiere the night Local 728 took over the vintage lanes for the Local's annual Holiday Party. See Pages 2 & 6 for the details and more photos.

Party Wrap Up & Important Member Info

PRESIDENT'S MESSAGE

Page 2

Your Health Care and the New Contract

BUSINESS REPRESENTATIVE'S COLUMN

Page 3

IATSE & AMPTP

SUMMARY OF BASIC AGREEMENT

Pages 4 & 5

Party Pics!

PHOTOS COURTESY OF RENEE KAYON &
DENNIS K. GROW, Page 6

You Share It or We Lose It

SAFTY & TRAINING DIRECTOR'S REPORT

Page 7

Congratulations Philip Berardi

MEMBER WINS PRESTIGIOUS AWARD

Page 8

Party a hit; Contract Ratification top New Year

by
Dennis K. Grow,
President



A new three-year contract between the IATSE and the AMPTP was recently negotiated. You will soon get a ratification ballot. There are a lot of significant changes to our health care benefits. See the "SUMMARY OF THE BASIC AGREEMENT BETWEEN IATSE and AMPTP" that our Business Representative has prepared and is printed in this Bulletin. Many of you attended the informational meeting that was put together by Locals 44, 80, 728 and 729. Hopefully, many of your questions were answered. If you have any questions concerning this new agreement, please call the Business Representative at the office.

The Holiday Party was held this year for the first time at Montrose Bowl in Montrose, CA. This vintage 1950's bowling alley with 8 lanes turned out to be a perfect size for our event, also creating an atmosphere of togetherness and holiday good cheer. The party was a huge success with 165 people attending. We had Italian food from La Cañada Imports, free bowling and shoes from Montrose Bowl, Showtime Karaoke provided by Brother Don Navarette, and a carbon arc searchlight that people could see driving in from the 2 and the 210 Freeways. As you

can see from the photos, everyone had a great time and said that they are looking forward to it next year. Thanks to Renee Kayon for a superb job again this year.

The Web Site Committee has been busy lately coming up with ideas that will improve our Web Site. The goal of the Web Site redesign is to make the site much more interactive and a way for our members to communicate more easily with the Local. They also wish to make it as intuitive and as easy to use as possible. Any suggestions, pro or con, that you feel will improve our Web Site, please contact the Local 728 Web Site Committee Chairperson, David Watson: mr728@dslextreme.com

Due to the work slowdown, Safety & Training Director Alan Rowe has been adding classes to the training schedule with some events offered mid-week. If you have some extra time, check out the schedule or contact him at the Safety & Training office: 818-843-0012 or safetyandtraining@iatse728.org. For immediate email notification as events are scheduled, send an email to: 728Training-subscribe@yahoogroups.com.

Fraternally,

Dein

I.A.T.S.E.
LOCAL 728
HOLLYWOOD, CALIFORNIA

PRESIDENT
DENNIS K. GROW
VICE PRESIDENT
GREG A. LANGHAM
BUSINESS REP-SECRETARY
PATRIC J. ABARAVICH
TREASURER-CALL STEWARD
R. BRUCE PROCHAL

EXECUTIVE BOARD
GARY ANDERSEN
BRANCH BRUNSON
MICHAEL EVERETT
LARRY K. FREEMAN
PASCAL GUILLEMARD
ROGER L. LATTIN
STEVEN R. MATHIS
MICHAEL PAUL OREFICE, SR.
RAYMOND J. POBLICK
DAVID WATSON
KAREN WEILACHER
ROBERT A. WOOD, JR.

SERGEANT-AT-ARMS
RICHARD MCCONIHAY
PARLIAMENTARIANS
ALAN M. ROWE
RAYMOND J. POBLICK
SAFETY & TRAINING
ALAN M. ROWE, DIRECTOR

SHOP STEWARDS
CBS - JOHN L. MURRAY
FOX - PASCAL M. GUILLEMARD
PARAMOUNT - GINA M. ISAACS
SONY - JOHN JACOBS
UNIVERSAL - JOHN TRUJILLO
WARNER BROS. -
GARY M. ANDERSEN

CLC DELEGATES
PATRIC J. ABARAVICH
MIKE EVERETT
DENNIS K. GROW
PASCAL M. GUILLEMARD
RICK KELLEY
IAIN O'HIGGINS
S. CRICKET PETERS
ALAN M. ROWE

OFFICE STAFF
SANDRA O'CONNOR
SEAN HARKESS
JULIANNA BESSEY
THE BULLETIN PUBLISHER
MARGIE STITES
PACIFIC MEDIA GROUP
EDITOR
DENNIS K. GROW

In Memoriam 2008

Carl Boles, 81
Lawrence L. Brown, 73
William Dixon Brown, 70
Alfred Daniel Buck, 83
James J. De Perna, 84
Frank M. Doll, 55
Regis J. Dunn, 89
Roger A. Gorden, 57
James M. Kibbe, 69
Michael B. Lambert, 42

Walter Rex Lott, 66
Walter G. McCovey, 67
Edwin Schiernecker, 44
Andrew Robert Schorr, 74
Maurice Sterin, 87
Frank D. Tobin, 63
Albert Todd, 93
James C. Webr, 75
Fred G. White, 59
Eustace C. "Bob" Wooten, 81

UNION SPOTLIGHT

DECEASED

BROTHER WALTER REX LOTT, 66 YEARS OLD, A MEMBER SINCE JAN. 13, 1968, PASSED AWAY OCT. 20, 2008.

BROTHER WALTER G. MCCOVEY, 67 YEARS OLD, A MEMBER SINCE AUG. 11, 1973, PASSED AWAY NOV. 20, 2008.

BROTHER ROGER A. GORDEN, 57 YEARS OLD, A MEMBER SINCE MARCH 14, 1987, PASSED AWAY DEC. 6, 2008.

BROTHER PATRICK R. BLYMYER, 70 YEARS OLD, A MEMBER SINCE OCT. 9, 1961, PASSED AWAY JAN. 5, 2009.

BROTHER ALVIN D. PRESLEY, 74 YEARS OLD, A MEMBER SINCE JAN. 14, 1967, PASSED AWAY JAN. 6, 2009.

MRS. SONDR A. RUSSEL-FRANZ, WIFE OF JIM FRANZ, PASSED AWAY JAN. 9, 2009.

BROTHER CLYDE EDWARD JACKSON, 85 YEARS OLD, A MEMBER SINCE SEPT. 12, 1960, PASSED AWAY JAN. 13, 2009.

FIRST NOTICE

DEREK BOWMAN, CRAIG D. CHADDICK, JASON D. HANSON, BRUCE HONER, BRIAN MCKINGHT, CARLOS ORTIZ AND ANTON SOHN.

SECOND NOTICE

RICHARD ALGER, BRUCE HONER, LIZA KARLSEN AND MICHAEL VAN METER.

NEW MEMBERS

CONGRATULATIONS TO THE FOLLOWING NEW MEMBERS WHO WERE SWORN IN: ON DECEMBER 31, 2008: **JOSHUA A. HICKS**; ON JANUARY 2, 2009: **JUAN LOPEZ**; ON JANUARY 10, 2009: **GABRIEL BARELA, D. ALFRED N. DIAZ, BRADLEY GLOVER, LIZA KARLSEN, CRAIG R. KAZOR, MIGUEL LANDEROS, JR., CHRIS NABERS, CESAR A. NAVIDAD, JOSEPH SUAREZ, MICHAEL VAN METER AND PAUL WITTENBERGER**; ON JANUARY 12, 2009: **M. ASHLEY REID.**

11500 Burbank Blvd.
North Hollywood, CA 91601
1-800-551-2158
1-818-891-0728
Fax: 1-818-985-8798



Healthcare Benefits and the new contract

by *Patric J. Abaravich,*
Business Representative - Secretary

Looking at the state of the economy and reflecting on the state of healthcare, or the lack thereof, in America today, there's no doubt that's why the majority of the proposed contract negotiations deals with the skyrocketing medical costs.

Knowing some of the directions that the Producers wanted to go into and making those privy to the Board and the Membership, and knowing that in the 2006 negotiations we were faced with an \$89 million deficit which now is in excess of \$570 million, how do we work that into the budget knowing we won't accept premium co-pay and the loss of the 13th and 14th checks for our retirees?

What do I mean by premium co-pay? That's when you write a check every month for your health care. For example, our sister local – Local 33 Stagehands – needs to qualify for benefits by achieving \$40,000 in earned salary. That's equivalent to about 1600 hours of work. Once they've reached that level, they then have to write a check for \$270 every month for just family medical coverage alone. This does not include dental, vision care, chiropractic and the other boutique items we still have.

So by taking the big, bitter pill of a premium co pay off the table, the trustees now had the daunting task of where to make cuts. Some of those cuts were reducing "out-of-network" coverage which is by far the biggest hemorrhage in our health plan, slight increases in prescription co-pays, some hospitalization co-pays, a \$5.00 co-pay when you go see a doctor at the MPTF clinics and the increase from 300 to 400-hour modification.

On January 10th, Local 728, along with locals 44, 80 and 729 held a Contract Informational Meeting to explain the contract, to answer questions, and to address members' concerns. A little over 70 of our members attended and asked questions.

By far the biggest questions and concern was about the 300 to 400-hour modification. The session went back and forth on this issue. But knowing that an increase as opposed to other extreme plan changes like a premium co-pay – though not great – provides quality healthcare for all members and their families.

The extra 100 hours represents approximately two additional weeks of work every six months or approximately 16 weeks (50-hour work week) of employment a year to retain full health coverage.

Another multi-questioned point was New Media. The New Media to SAG members has quite a different meaning for our members. Our biggest concern is the jurisdiction over the work and to establish a new revenue stream of residual monies that feed directly into our health plan, unlike SAG whose residual monies go back into individual pockets as income.

The scheduled two-hour meeting ran over three-and-a-half hours. When the meeting ended, everyone's concerns were addressed and the consensus of the crowd was support of ratification of the contract knowing our negotiators did their best getting a good, not great, contract.

All the information on the upcoming contract ratification was presented to the four back lot locals. Although I expected more than the 70+ Local 728 members to show up, it was a well attended meeting. For a complete summary, please see Pages 4 and 5 of this Bulletin.

The purpose of this meeting was to explain the terms of the upcoming agreement and to be completely transparent on how we got there. And as always, for those that could not attend the meeting, please feel free to call me with your questions and concerns.

SUMMARY OF THE BASIC AGREEMENT BETWEEN IATSE AND AMPTP

WAGES and INDIVIDUAL ACCOUNT PLANS (IAP)

Increase current wages 3% per year, in each year of the three-year Agreement. This is the best wage package since the 2000 negotiations.

The IAP percentage contribution of 6% will apply on all hours worked or guaranteed and employers will contribute additional money with each wage increase.

PENSION PLAN

Negotiated 13th and 14th check for current retirees in each year of the Agreement and eliminated the requirement which conditioned payment on a minimum of eight months reserves in the active health plan.

Protected pensions by bargaining for a funding plan that over time will mitigate the effect of the unfavorable investment climate and prevent reductions in our pensions.

HEALTH PLAN

Increased employer contributions into plan by \$.35 per hour for a total of \$164 million over the life of the Agreement.

Won additional employer contributions of \$.15 per hour when

health plan reserves fall below 10 months for actives, and an additional \$.15 if reserve levels fall below six months in active plan or eight months in retiree plan or on July 31, 2011, whichever is earlier. These contributions amount to an additional \$35 million.

Maintained Bank of Hours maximum at 450.

Modifications in the Plans

Out of Network: Co-insurance paid by participants utilizing out-of-network hospital and professional services will be increased from 30% to 50% while allowances for the usual and customary charges for these services will be reduced from 85% to 70%.

In-Network Hospital and Professional out-of-pocket 10% with annual cap increased from \$800 to \$1000. For example, if your hospital and doctor's bills total \$45,000, the maximum you have to pay is \$1,000 for these bills.

Mandatory mail order maintenance prescription drug usage, with co-pays capped at 2.5 times retail. After two thirty-day prescriptions, participants utilizing maintenance drugs must purchase 90-day supplies of prescription drugs through Medco. By using Medco, you will save money.

For example, if you are co-paying \$20.00 a month for a prescription drug, under this new provision, rather than pay \$60.00 over a three-month period, you would only pay \$50.00 over the same period.

Full cost on "Brand" drugs when approved "Generic" is available. Member pays difference. (Medical appeals available).

All brand co-pays increased by \$5.

Preferred "Brand" drug co-pay increased by \$5. Retail "Generic" no change.

Discontinue coverage for these drugs with over-the-counter equivalent available - PPI's (Heartburn) and NSA (Antihistamines). (Medical appeals available).

Emergency Room co-pay of \$100 (waived if admitted to hospital).

PPO office co-pay increased to \$30 for those in the Motion Picture Television Fund (MPTF) area not using MPTF. MPTF to require \$5 co-pay for Doctor's visits.

\$100 co-pay for each hospital visit.

HMO (Kaiser, Healthnet, Oxford) office co-pay increased from \$0 to \$15.

SUMMARY OF BASIC AGREEMENT

Continued from previous page

Coordination of Benefits provisions are expanded to include prescription charges.

Eligibility requirement increased from 300 to 400 hours, effective August 2011 and the Bank of Hours remains at a maximum of 450 hours.

NEW MEDIA

Original Programs Made for New Media

IATSE increased its jurisdiction to cover these New Media consistent with the DGA, WGA and AFTRA.

New Media production based on existing shows (derivatives) are covered under the Basic Agreement.

Original programs made for New Media over \$15,000 per minute or \$300,000 per episode or \$500,000 per series are covered. Producers will pay full pension and health contributions.

On covered programs for original New Media rates and terms of employment are freely negotiable, except that union security, grievance and arbitration and no strike/no lockout provisions will apply. No mandatory staffing and full interchange of classifications will also apply.

Re-use of Programs Transmitted in New Media

Residuals: Producers agree to pay residuals on:

· Productions created for traditional markets (feature films and television programs) that are released into New Media platforms.

· Derivative and original New Media programs when released originally on consumer and free ad-supported markets and subsequently released to a consumer pay market for electronic pay-per-view or download to rent after a 26-week period.

· New Media programs released into Supplemental Markets, such as basic cable, pay television and home DVD.

IATSE has the right to inspect unredacted copies of all licenses, distribution and other agreements, etc. pertaining to New Media exploitation on a quarterly basis. The purpose of this section is to allow the IATSE to monitor and evaluate the growth of new Media.

All New Media provisions will “Sunset” at the end of the contract and will be re-negotiated.

Ratification ballots will be mailed soon. All members are highly encouraged to contact Local 728 Business Representative Patric J. Abaravich with any questions or concerns.

1st Quarter 2009 Suspended & Dropped Members*

ADAMSON, ERIC S.
AGUERO, CARLOS
AHRENS, ROBERT
ALDERSON, RANDY
ALLEN JR., ROBERT E.
BROWN, KEVIN
BRUNELLE, JASON
BRYCE, MALCOLM JOHN
CAPPILLA, JOHN J.
CORTINA, HUGO P.
CUNNINGHAM, BRANDON
DAHLQUIST, JAY
DE PERNA, ROBERT J.
DIAL, ALLEN
ESQUILIN, WILLIAM
FANNING, PAUL J.
FORD, WILLIAM G.
FREEMAN, PETER
HALL, THADDEUS GERALD
HARB JR., JOSE
JORDAN, MICHAEL R.
KENT, HAKIM
KING, CHARLES E.
LaRUE, LaRUE S.
LYONS, RICHARD
MABRY, BRETT
MAGARACI, TIMOTHY
MC CARTHY, MARK
MC CULLAGH, JAMES F.
MC CUSKER, JAMES
MC DONALD, ERIK
MC KENZIE, JOSEPH C.
MORTON, MARK A.
MYRICK, DAVID JOSEPH
NEAL, JAMES L.
OREFICE II, MICHAEL PAUL
ORSA, JEFFREY E.
PEARCE, PETER
PETRETTI, VINCENT JAMES
POPIENIUCK, JASON M.
POYNTER, CALEB H.
PRIMERO, CHRIS B
REDDISH, PATRICK M.
RICE, CHRISTIAN
RICHNER, JONATHAN B.
ROBERTS, NATHANIAL A.
ROBERTSON, CHRISTOPHER D.
ROBERTSON, CHRISTOPHER J.
SALINAS, DAMIAN D.
SIFUENTES, ROBERTO
SPENCER, LEE

Continued on Page 7

Local 728 Holiday Party



Frank Valdez helps some of our youngest members with scoring.



Tommy Hubbard wonders how the kids are beating him.



The large crowd enjoyed a delicious Italian dinner from La Cañada Imports.



Local 728 members and their families filled the vintage 1950's 8-lane Montrose Bowl.



Ellie and Taylor, daughters of member Jarrod Hettler



Over 160 members enjoyed the festive, holiday atmosphere.



Michael D'Angelo and Cordel Boyd



Bob Good and Renee Kayon were a perfect duet!



Local 728 Admin. Assistant Sandra O'Connor



Don Navarrette and Robert Tandy - Kings of the Karaoke!

You Share It or We Lose It: The Importance of Sharing & Passing On Skills

by Alan M. Rowe,
Safety & Training Director



I was recently having a discussion with my counterparts from a few of our sister Locals in Hollywood about the loss of skills that are not being passed on to newer members. Love it or hate it, the truth is that the old grouping system is gone and it is not coming back. The industry is different and the skills that we require to light a set are much wider than they were even 10 years ago. Advanced lighting control technology, balloons, GFCIs, ethernet, LEDs, moving lights, computer-aided-drafting, pre-visualization, and Media Servers are now commonplace on many of our sets, where they were basically unheard of just a few years ago.

Our Training Program offers classes in all of these areas and has one of the most comprehensive course offerings in the industry. Currently, membership participation in our program is a little above average for organizations of our type. However, due to the unique nature of our work and the inherent hazards that electricity entails, we need to do better in passing

our skills and techniques on to other members.

One place that we can do this is in On-The-Job Training. No one knows everything they need to know and everyone can learn something that will make their jobs easier. I encourage the newer members to ask questions and get to know the members who have been working for a while. Trust me, if there is an efficient way to do something, they will have figured it out. Never be ashamed to admit that you don't know something or that another way to do it might be better for your situation. This will also have the benefit of making our stages and sets much safer. On the flip side, I encourage the members who have been in a while to learn from the newer members as well. Equipment will change and we often have to change the way we work with it. Besides, DMX cable & balloons are a whole lot better on your back than 4/0! The bottom line is that we will never know everything we need to know and that we will have stronger, safer, and more efficient crews on set if we learn from each other and work

together.

Our classes are put together to give you a lot of these skills and techniques in a short period of time and are taught by members and other industry professionals who have been "on the front lines" our of craft. Many of our members that have been through our Skills Training Program (these are the non-required classes that work with lighting consoles, dimmers, balloons, underwater lighting, etc) have found them to be very useful. If you have attended any of our Skills Training classes, please let other members know how useful you found them and encourage them to attend.

With the current slump in production, now is a good time to take advantage of our classes and seminars. To find out what is currently being offered, sign up for our Training Notification Mailing List by sending an email to: [728Training-
subscribe@yahoo.com](mailto:728Training-subscribe@yahoo.com) or contact me at the Training Office (818-843-0012.)



1st Quarter 2009 Suspended & Dropped Members*

Continued from Page 5

STRONG, JAMES K
WARFEL, DAVID M.
WEBB, WILLIAM E.
WEILAND, PETE
WIELAND, MATTHEW

DROPPED:

BANDY, JAMES E.
BERNSTEIN, EDWARD B.
CORTEZ, ERIC ARNOLD
EUBANKS, JERRY
FISCHER, SAMUEL M.

HARRIS, WENDELL
IRWIN, MIKAL SKY
JACKSON, RENALDO
JANICELLI, KEVIN
JUNGE, RAYMOND
KITTELSON, GREGORY G.
KLINE, RONALD
KREBSBACH, ROBERT JOHN
NENONEN, KEVIN
REDDISH, CHRIS H.
STEWART, JOHN JEFFERY

**List current as of January 26, 2009*

Training Classes

Color Measurement for Filmmakers Seminar with Joe Tawii

Wednesday, Feb. 18th at 7:00 p.m.

Certification Study Group

will be meeting Sunday, Feb. 8th
and Sunday Feb. 22nd

Contact Safety & Training Director Alan M. Rowe at 818-843-0012 or send an email to 728Trainingsubscribe@yahoo.com for more information.

Kudos, Way to Go! Congratulations!



Local 728 President Dennis K. Grow, member Philip Berardi and his wife Jacqueline pictured in November at the LDI show in Las Vegas

Local 728 member wins prestigious award at 2008 LDI Show

Local 728 member Philip Berardi took home the coveted *ESTA 2008 Members Choice Product Award* for his Firefly LED Cable Protector.

"It's really incredible," Philip said of the award. "We are very proud to introduce a durable, luminated cable protector and one that was improved, offering greater safety, ease of use and efficiency in the field."

Firefly is one division of Industry Advanced Technologies where Berardi serves as President and CEO. Although Firefly spent years in development, Berardi and his group hold several patents on different designs.

This is his second award for this ingenious product. In June, he was the recipient of the Rave Best of InfoComm 2008 "Most Creative New Product" award.

STUDIO ELECTRICAL LIGHTING TECHNICIANS

I.A.T.S.E. LOCAL 728
11500 BURBANK BOULEVARD
NORTH HOLLYWOOD, CALIFORNIA 91601

Return Service Requested

ATTENTION ALL MEMBERS
THE NEXT GENERAL MEMBERSHIP MEETING WILL BE
HELD AT 9:00 A.M. (SHARP) ON
SAT., MARCH 14, 2009
AT IATSE LOCAL 44, 12021 RIVERSIDE DR.
PLEASE BRING YOUR UNION CARD!

**FIRST CLASS
U.S. POSTAGE
PAID
Los Angeles, CA
Permit No. 34694**

PRE-SORT FIRST CLASS