



THE BULLETIN

HOLLYWOOD
CALIFORNIA

CHARTERED
MAY 15, 1939

LOCAL 728 STUDIO ELECTRICAL LIGHTING TECHNICIANS
THE ONLY IATSE LOCAL DEDICATED TO SET LIGHTING
FULL COLOR VERSION AVAILABLE AT WWW.IATSE728.ORG

VOL. 28; No. 6
2018

Local Welcomes Future Members with a Priceless *Insider's Look:*

How to
get into the
UNION

Local 728 Member Ryan Thomas

Benefits of Joining

- ▶ Medical Benefits
 - ▶ Not Difficult to Qualify
 - ▶ Worth 18k/year!
 - ▶ No Cost
- ▶ IAP
 - ▶ Completely employer funded.
- ▶ Pension

and hosts

Groundbreaking

Trans Inclusivity Training Sessions

for Hollywood
LA MEMBERS

Actor and GLAAD Media Institute Trainer Scott Turner Schofield



**We have to do
our part and
turnout**

& Important TRAINING INFO

by Alan M. Rowe, President

One of the big topics across the nation and at the IA General Executive Board Meeting in August is the importance of voting. Voting is more important than ever and we all have to do our part to turn out co-workers, friends and family to the polls.

With the corruption we are seeing in Washington and the meddling in our elections by foreign agents, we absolutely must have a huge turnout this November or we risk more of our fundamental rights being eroded away or simply outright stolen. Some bad actors are feeling emboldened to ignore the voice of the people as long as they can jam their anti-worker agenda down our throats. The only way they can be stopped is by exercising our civic duty.

Two online resources members can explore are Can I Vote? and Vote Save America.

CanIvote.org is put together by the non-partisan National Association of Secretaries of State to enable people to check their voter registration to make sure they have not been purged off of the voter rolls.

Vote Save America is sponsored by Crooked Media, the same organization that sponsors Pod Save America. This site is a little more colorful than Can I Vote? and is aligned with worker's rights as well as other progressive causes. This site will not only give you information on your registration but can also give you information on what is on the ballot and how to encourage others to vote as well. You can access this resource through votesaveamerica.com or through the Crooked Media website.

On the training side, we are currently in the midst of scheduling classes for the fall and winter. December is shap-

ing up to be a very busy month with the Electrical Power Lab, ION Classes, Vectorworks and LXBeams among others. The full Control Protocols suite is scheduled to be presented at the end of December and beginning of January. Right now, we have 38 Skills Training classes on the schedule. More are being added. To see the most recent list of offerings, please visit the training page on the Local's website. Classes open for registration 4-6 weeks before the class date.

I'm happy to report that Richard Cadena will be presenting his Entertainment Electrics class at the Local December 5 - 7. As in years past, two members will be given seats in lieu of rental. Members can enter the raffle online at our website. The drawing will take place at the November Membership Meeting.

The ESTA/ETCP Meetings at NAMM will be held on January, 23-27 in Anaheim. I will be curating the Lighting/Electrical courses for ESTA and participating in a GES OSHA 10 as part of our OSHA Alliance as well. If you're planning on attending and need overnight lodging, please keep in mind that rooms are scarce and you should secure accommodations as soon as possible. Discounted passes (\$25) are available by using the VIP Code ESTA@NAMM.

One final note: The IATSE Education Department has put the educational outreach presentation Creative America online. The purpose of this presentation is to convince young people that illegally downloading videos is not a victimless crime. If anyone is interested in doing outreach to schools, please let

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

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WWW.IATSE728.ORG

UNION SPOTLIGHT

DECEASED

BROTHER LAWRENCE C.

KENNEDY, 64 YEARS OLD, A MEMBER SINCE FEB. 23, 1974, PASSED AWAY AUG 1, 2018.

BROTHER CRAIG D. CHADDICK,

62 YEARS OLD, A MEMBER SINCE MARCH 14, 2009, PASSED AWAY AUGUST 4, 2018.

BROTHER MICHAEL G. STROMP,

56 YEARS OLD, A MEMBER SINCE SEPTEMBER 14, 1985, PASSED AWAY AUGUST 27, 2018.

NEW MEMBERS

CONGRATULATIONS TO THE FOLLOWING NEW MEMBERS WHO WERE SWORN IN ON, SEPT. 15, 2018:

DAVID B. CARTER, VASILIKI CONSTANTINOU, ESTEBAN ESQUIVEL, JEFFREY GODSHALL, ALEXANDER GRACIE, KIHYUN KEVIN HAHN, EVAN HINDS, SAMUEL JORGENSEN, EDWIN KIM, ANDERSON KO, MARYN MCGAW, MINH NHUT NGUYEN, NICHOLAS REED, DEREK RITTENHOUSE, SENAKA SENARATNE, JUAN SMITH, NICHOLAS STREET, MATTHEW WALTZ, JASON J. WOTHERSPOON, AND ROBERT WOTHERSPOON, JR.; ON SEPT. 16, 2018: CHRISTOPHER ROSELI; ON SEPT. 28, 2018: GAVIN DAVENPORT; AND ON OCT. 1, 2018, MICHAEL MISSLIN.

NOTICE OF APPLICATION

THE FULL LIST OF INDIVIDUALS MAKING APPLICATION IN THE UNION CAN BE FOUND ON THE LOCAL 728 WEBSITE.

GENERAL MEMBERSHIP MEETING

WILL BE HELD ON
Nov. 10, 2018
9:00 A.M. SHARP
IATSE LOCAL 728
1001 W. MAGNOLIA BLVD.
BURBANK
PLEASE BRING YOUR
UNION CARD

You have the Power ----- If you use it

by Patric J. Abaravich, Business Representative-Secretary



By the time you're reading this *online*, you should have received your IATSE contract ratification ballot in the mail. Please note: Your ballots need to be returned (not just postmarked) by the end of business day on October 9th. Counting of the ballots will take place on October 10th.

If you have not cast your vote, please do so. This is part of our union democratic process and my hope would be every single member would participate. Additionally, it's just as vital that you become an informed voter – not just with our contract but when choosing who will represent you on the federal and state levels in the midterms. (More about congressional seats and voting in November in a moment.)

If you still have questions about the IATSE agreement, please visit our website at www.iatse728.org or visit the 728 Facebook page. We've put our Power-Point presentation online and it has a lot of information in it. Additionally, the MOA is on our website for your review.

If you continue to need more clarification or you haven't received your ballot yet via snail mail, please call me so I can get you one as quickly as possible. We still have time to get it to you, but the clock is ticking. Please don't delay.

Even though the negotiations were contentious and lengthy, I believe the pension and health plan are in a safe spot and we've created an even more secure fund. With that being said, we are always negotiating the next agreement and we will continue to make improvements in the years ahead.

But for now, this is the agreement that must be voted on either yay or nay – so please, just vote.

--

If we don't think every vote counts, let's remember how 70,000 votes in three states affected the outcome of the last presidential election. President Obama recently said that he won some districts by only a handful of votes and in the end, those few votes made all the difference.

You have the power to ensure that the people representing you on the state and federal levels reflect what's important to you. I've said this before and I'll say it again, I get that there are single issue voters out there. Whether it's the 2nd Amendment or reproductive issues or the environment, some people will only vote for the person who best represents their views on a single subject.

On the bigger picture, as hard-working skilled technicians trying to raise our families in a state that is very expensive to live in, we all need to think more broadly. From your school board member to your congressional representative, we must look at how these elected officials will vote on a host of wide-ranging topics that will have a direct impact on our lives.

Out of nearly 2700 Local 728 members, over 1,000 live in just four congressional districts: 28th, 29th, 30th and 33rd. One out of those four districts has a Republican representative: Steve Knight in the 25th.

While the other districts have Democrat representatives who consistently support working families, Steve Knight has the unfortunate distinction of being named one of the most vulnerable House incumbents in 2018 because of his record. According to the DCCC, Knight is a poor fundraiser with even worse political instincts; he's voted for the repeal of the Affordable Care Act and the GOP tax cuts, hurting working families in his district. Knight's vote for the AHCA en-

Continued on Page 7



728 Hosts Groundbreaking Trans Inclusivity Training

At the recent IATSE District 2 Convention in Las Vegas, Local 728 proposed a resolution to host Trans Inclusivity Trainings so that members may be “sensitive and aware of their union brothers and sisters, some of whom are transgender, and those union siblings who are exploring their gender identity, or whose gender identity is non-binary,” the proposal noted.

The resolution passed and it wasn’t long before Local 728 Executive Board Member Dessie Coale, who spearheaded the classes, was coordinating calendars and exploring possible training dates with Scott Turner Schofield, a trainer with the GLAAD Media Institute.

“I reached out to GLAAD and they were completely on board,” Dessie said. “They deal with this kind of training. They have the expertise, knowledge and instructors to make the classes accurate and effective.” The bonus was her long-time friend and a former colleague Scott Turner Schofield – who

has done a variety of presentations on the subject including TED Talks – would be the presenter.

From there, members, officers and office staff of all the IA Hollywood locals were soon invited to attend one of three 90-minute “Trans 101 for the Entertainment Industry” classes scheduled at Local 728.

The informative training included an overview of 50 years of negative por-

trays of how trans people in the media are presented. While trans people have been visible, there have not been authentic portrayals. Oftentimes, transgender characters have been cast as a victim or a villain, or most commonly as a sex worker, Schofield explained.

Schofield’s presentation was personal and poignant. He was the first transgender actor on daytime television with a reoccurring role on *The Bold and the Beautiful*.

The passionate actor and spokesman personalized the training sessions to include detailed portions of his presentations on trans sensitivity in the IATSE workplace and appropriate workplace behavior when working with trans talent on the set.

He also explained the difference between lesbian, gay, bisexual and trans, and explained sex, gender identity and gender expression. He covered language and terminology basics, and common misconceptions and stereotypes of transgender people.

TRANS TALENT ON SET

If your production has regular or recurring trans talent involved, we recommend a thorough trans training for all departments. Include everyone’s gender pronouns on the call sheet so trans people aren’t singled out.

Use trans people real names, not their birth name or legal name. Some trans people have different bodies. This should not be a surprise, and these departments should be sensitive to dealing with bodies that don’t conform to expectation:

Hair and Makeup

Costume Designers / Dressers

Sound Technicians doing mic’ing on set

Have stand-ins match the gender of the transgender actor (male stand-ins for trans men, female for trans women, ask non-binary actors what they prefer)

Have a clear line of communication to the Line Producer, or whoever has the power and authority to address any issues that may arise.



Local 728 President Alan Rowe, Scott Turner Schofield and Local 728 Executive Board Member Dessie Coale



Nick Adams, Director Transgender Media & Representation GLAAD Media Institute

His presentation included such simple – yet often overlooked – information like using the correct name and pronoun when talking to a co-worker or actor, and how to fix it and move on if you make a mistake.

While there has been bias, misconception and a lack of acceptance and discrimination, change is slowly happening. Schofield pointed out that shows such as *Orange is the New Black*, *Transparent* and entertainers like Caitlyn Jenner are helping people see what it really means to be transgender. And although there are only 15 trans characters on 10 broadcast/cable/streaming shows (compared to hundreds of LGB characters) reality TV is a bright spot for trans people to share their stories authentically.

In addition to dozens of Local 728 members, officers and staff, attendees at the three trainings included members from a variety of IA locals.

“I want to thank everyone who took time out of their busy schedules to attend this important diversity training,” Dessie noted. “It

wasn’t mandatory and they didn’t have to do it, yet they came. And it was really great to see that.”



TRANS SENSITIVITY IN THE IATSE WORKPLACE

Stick to appropriate workplace behavior and conversation, including:

- No body-centered conversations. That’s sexual harassment

- No transition-related conversation. That’s an invasion of privacy.

- Always use the correct name and pronoun. If you make a mistake, simply fix it and move on - don’t draw attention to the mistake.

- Refer to the person with their current name and pronoun, even if you knew them before and are talking about the past.

- Gossip about trans people or transitions can have major unintended ramifications. Don’t do it.

- Employees use the restroom/changing room that matches their gender identity, regardless of legal status.

- If you can’t stop gossip or harassment, report it and support trans coworkers’ claims.

- Remember appropriate workplace behavior and conversation applies to trans people too!

Dessie was pleased the presentation was approved and Local 728 played a critical role by hosting the first training classes. Her hope is that other IA Locals will plan additional training classes or that it becomes a regularly scheduled class with Contract Services. “I would really encourage other Locals to pick up where we left off and continue the Trans Inclusivity training to bring greater awareness and education,” she said.

Find out more about
GLAAD’s work at
glaad.org and
glaad.org/transgender



Dessie’s Inspiration & the Catalyst behind the new Trans Inclusivity class

Dessie Coale felt compelled to propose her resolution to the Local 728 Executive Board and then later to the District 2 convention delegates after meeting and working with Maryn McGaw on the set of the documentary *Disclosure: Trans Lives on Screen*.

“Maryn, a transgender woman, contacted me after we worked together on the documentary and said she was getting her hours in to join the union. She was hoping we could meet again because she wanted to know everything she could about being an ACLT.”

It was this personal interaction that was the catalyst for the IA Trans Inclusivity training, Dessie explained. “I was concerned that all the locals are getting more diverse and no one was getting the training we needed to work with transgender and gender non-conforming people.

“And now, someone I care about and that I felt needed a little protection was joining the union. I wanted to do anything I could to help raise awareness, sensitivity and inclusivity to help Maryn and other transgender people feel comfortable and welcomed in our union family.”

The training was perfect timing: Maryn McGaw was sworn into the Local on September 15th.





The Forgotten Benefits of Safety Pass & Skills Training

by Pascal Guillemard, Treasurer-Call Steward

"If I went to work in a factory, the first thing I would do is join a union." - Franklin Roosevelt

I.C.E. In Case of Emergency

Before I launch into an article on The Safety Pass Program, I'd like to remind everyone to keep the Local updated of who we should contact in case of an emergency. Recently, we twice needed to urgently contact a member or his family and the information that we had on file was obsolete. Remember also to update your beneficiary information, both with the Local and with MPIPHP. We all have to go sometime, so before it's your time, make sure that your benefits will go to the right beneficiary(s) and update your file

The Safety Passport Program

Although The Safety Passport Program is not really in my bailiwick, I get a lot of questions regarding the program and read a lot of online comments about it, so here's some history and a perspective that most of us never consider.

Background

Many years ago, CAL-OSHA identified our business as one of the few remaining major industries without a formal safety training program for its employees.

The necessity of having to provide an industry Safety Training Program was recognized by both the AMPTP and IATSE after several notable accidents on set caused both injuries and death, both on union and non-union productions.

Creating the program with AMPTP helped to prevent CAL-OSHA from mandating a safety training program for us.

Workplace Safety

The Safety Pass program's focus is bringing workplace safety to the forefront of our thinking. The program is fully funded by our employers.

The Safety Pass program is a contractual requirement for all members. To remain on the employer's roster, we must all keep up on its course requirements.

Is having to schedule and take these classes a headache? Absolutely.

Do we all wish that because Safety Pass is a work requirement that we all got paid the wages and benefits of the highest contract scale available? Of course, we do.

However, the value of thinking of our safety and that of others has paid off by greatly reducing the number of workplace accidents in our workplaces compared to other jurisdictions.

Local 728 has the second highest number of required training class hours.

Advanced Skills Training - The forgotten benefit

We tend to forget or don't know that as a part of the overall safety & skills training program, our employers agreed to fund the skills training trust fund through Contract Services Safety Training Trust Fund.

To say that "at least we get some compensation" for Safety Passport classes may not mollify all, but let's all take a moment to realize that this is only a piece of the benefits provided to us CSATF.

IATSE Locals draw funding for their advanced skills classes from CSATF. Local 728 can proudly boast of our second-to-none 728 advanced skills training classes. We have, by far, the most diverse training program of any Local, anywhere.

IMPORTANT INFORMATION REGARDING HIRING

Any Local 728 member representing an employer by filling calls or who is in need of assistance with such, must contact the Local office during business hours, 8:00 a.m. to 6:00 p.m. Monday through Friday by calling 818-954-0728.

If you urgently need to fill a crew position outside of regular business hours, you must call the Call Steward at 818-438-0728.

Members seeking weekend work should notify the Call Steward on Friday during business hours.

Anyone who hires off roster or hires any member who is not current with their dues may have charges filed against them and are subject to assessment penalties.

In 2017, Local 728 received \$300,000.00 in funding from the Training Trust to provide advanced skills training for our members.

When you calculate the personal costs of compulsory attendance for Safety Passport classes, (possibly missing work to do so, getting less than half of basic agreement scale), also factor in that hundreds of our members have been and are currently employed in higher paying, skilled technical jobs because of the free advanced skills training courses designed by Local 728 that were paid for by the employer through CSATF, thus earning higher wages and working in more satisfying job occupations than we would have been without the availability of these classes. Several years ago, I worked two months on a feature film as a fixtures technician as a direct result of having taken one 5-hour advanced skills class.

Local 728 spends more CSATF money per member than any other Local in the IATSE.

The Safety Pass stipend allowances in the proposed new contract agreement are increasing to \$20/hour. True that's still less than half of the Basic Agreement scale rate, but it is one of our contractual gains.

Continued on the next page

Priceless Insider's Look: How to Get Into the Union

How difficult was it for you to get into the union? Who helped you navigate the bumpy road to being a member or explain how high the permit process hurdles were to jump over? Did you understand the different rosters or the required hours? Did you know about the many volunteer opportunities or committee work available within the organization?

All this and more – including the countless benefits to joining – was covered in a comprehensive informational meeting presented by Local 728 members Ryan Thomas, Stephanie Hauser and Ted Rysz.

Over 30 people hoping to be future members of Local 728 attended the informational meeting held on a Sunday, only highlighting their desire to get into the union.

Thomas' detailed PowerPoint presentation covered a number of subjects and

focused on the benefits of belonging to a union including collective bargaining, health care, pension, and the continued training opportunities.

"With the changing technology in our industry, ongoing training is so important. Plus, you learn the proper way to do things," he said, adding, "It's definitely a benefit to learn from the best in the industry, and the classes are free."

In addition to helping future members understand how they get into the union and what they can expect, Thomas also stressed that a union is a democratic organization run by

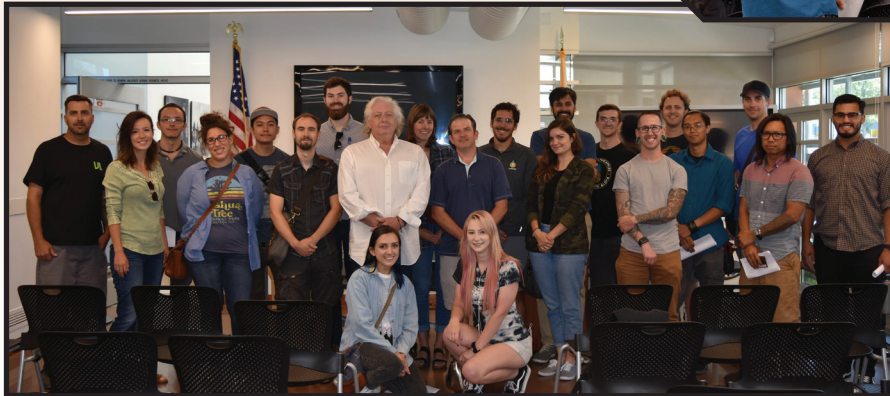
the members, and he highlighted the many ways to get involved once they do become a member.

Following the presentation, the attendees had the opportunity to talk one-on-one with the Local 728 presenters and Business Representative Patric Abaravich.

"It's really great that the Local is doing this and the young workers are spearheading this outreach," Abaravich said. "Back in the day, you would call the Local looking to join and they would hang up on you.

You couldn't get any answers, help or direction. This is really a great overview for people looking to join."

"The presentation was so well-received, we definitely plan on scheduling more in the near future," Thomas added.



Local 728 Business Representative Patric Abaravich, Ted Rysz III, Ryan Thomas and Stephanie Hauser.

Treasurer-Call Steward's Column

Continued from previous page

The amount of time we have to complete the classes as either new members or refresher classes for the rest of us was extended significantly.

While having to take or retake Safety Pass classes is something a lot of us would prefer not having to do, even if the compensation was scale plus benefits, weigh that with the fact that we also have opportunities to increase our skills knowledge through our advanced skills training classes for free and parlay those newly acquired skills into higher paying jobs on an ongoing basis.

Pascal

Business Representative's Column *Continued from Page 3*

dangered healthcare for 45,600 of his own constituents, gutted pre-existing condition protections, and imposed an age tax on seniors. He also repeatedly voted to increase health care premiums, which are expected to increase by nearly 18% in California. He now has his sights set on slashing Social Security and Medicare, the group noted.

BUT, our members in the 25th District have an option. Political newcomer Katie Hill is running and her campaign includes ways to lower healthcare costs and increase wages for hardworking Californians.

It is important to vote, and yes, every vote does count. I know we're beating this to death but when we are in the age of the Janus Supreme Court decision and

when politicians are appointing lifetime positions to judges who vow to stand in the way of women's reproductive rights ... when representatives are voting for huge tax cuts that skyrocket the deficit and only benefit corporations and the wealthiest people in the U.S. while drastically cutting key programs that benefit the masses ... and they talk about cutting Medicare and Social Security while they flagrantly discuss the next round of the Trump tax breaks and doing nothing about our failing infrastructure or ways to lower healthcare costs ... we must make our voices heard because things will only get worse unless we vote for people who will protect hardworking Americans.

Be informed. Vote.

STUDIO ELECTRICAL LIGHTING TECHNICIANS

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Visit Your Local at



www.iatse728.org

Mark Your Calendar!



Holiday Party 2018

Saturday, December 8th
Montrose Bowl
5:00 pm. - 11:00 pm.

Evening also includes

3rd Annual
Bowling Tournament!
8:00 - 10:00 p.m.
Limited spots available
Sign Up Your Team
Today!

Italian Buffet
Hosted Beer & Wine Bar
Free Open Bowling 5 to 8 p.m.
Face Painting, DJ & Karaoke
Holiday Keepsake Photos

To sign your team up or for more information on the event, contact Jarrod Hettler
@ 818-458-9554 or email at jarrodhettler@yahoo.com