



# THE BULLETIN

LOCAL 728 SCHOLARSHIP INFO &  
2015/2016 APPLICATION NOW ONLINE!

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](http://WWW.IATSE728.ORG)

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2015



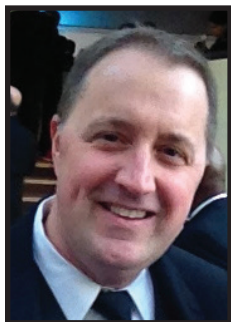
## behind the scenes on NBC's award-winning singing show



“THE VOICE” LOCAL 728 REALITY CREW (L-R) INCLUDES  
LIGHTING TECHNICIAN DENNIS BARTH, CLT JAMES BARKER, ACLT TIM PHELPS,  
ACLT A.J. TAYLOR AND LIGHTING TECHNICIAN DEREK WILDS

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UNION ELECTION: IT'S THAT TIME OF YEAR AGAIN

# GET OUT THE VOTE!

*by Greg Reeves, President*

It's that time of year again. Nominations have come and gone, and we have a group of some familiar faces, some not so familiar. But all of them are eager to be involved in the running of your Union's business, and to do that they need your vote.

It is the practice of us here at The Bulletin not to advocate for candidates in print, since we must remain unbiased. So I will only say that I am grateful for all that have chosen to put their name forward as a candidate for elected office. It is a big commitment, one fraught with challenges and little reward except for what one gains from the knowledge that they are acting for the greater good. And that greater good is to be stewards of the Union that you have chosen as your profession. Please be on the lookout for your ballots in the mail. And if you don't vote, you can't complain.

In other news, we have ratified our Constitution and By-Laws resolution by an overwhelming majority of members at the September GMM. Thanks to all that attended. For those of you keeping track, this is a long time coming. I myself have a dog-eared copy of the C&BLs for spelling corrections alone!

The process will move forward as we begin to vet out what changes we want to make to this document. Much of it is a longtime coming and will reflect a new generation's work practices that further support how we as members work now. I invite you to come to an E-Board meeting, or email an E-Board member to participate in this historic process.

Thanks and stay cool!

- Greg

## 18TH ANNUAL SCHOLARSHIP AWARDS

The Officers and Members of Local 728 are pleased to offer scholarship awards to high school students graduating in 2016.

In order to be eligible, the applicant must be the daughter or son of a member in good standing of Local 728 and be a high school senior at the time of application. Additionally, they must have applied or about to apply for admission to an accredited college, university or vocational program as a fully matriculated student, and they have to use the scholarship award within the academic year awarded.

Applications are available at the Local offices and online. Visit [www.iatse728.org](http://www.iatse728.org) for all the info.



PLEASE NOTE: THE APPLICATION FILING DEADLINE IS  
DECEMBER 31, 2015.

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## UNION SPOTLIGHT

### DECEASED

**BROTHER T. PATRICK (PACKY) LENNON**, 51, A MEMBER SINCE JUN 10, 1994, PASSED AWAY SEPTEMBER 1, 2015.

### FIRST NOTICE

**MICHAEL CAIN, MAURICE R. DUPLEASIS, DAVID FIGUEROA, MATTHEW J. MCNEAL, EDGIL A. REID IV AND GEORGE R. SAN VARGAS.**

### SECOND NOTICE

**BRAD BUDDE, JOSE M. CASTANEDA, DECLAN FOX, SARAH E. FOX, JASON HUNT, MARK A. JACOBSON, NGHIA B. KHUU, MATTHEW A. RAMIREZ AND ANDREW CAMERON ZETTY.**

### NEW MEMBERS

CONGRATULATIONS TO THE FOLLOWING NEW MEMBERS WHO WERE SWORN IN ON:  
SEPTEMBER 4, 2015:

**ALBERT A. GONZALEZ**

SEPTEMBER 16, 2015:

**VINCENT MANOCCIA**

SEPTEMBER 19, 2015:

**MATTHEW DOC BRASHEAR**

**CHRISTOPHER R. FAULKNER**

**DUSTIN GARDNER**

**SEAN HOGAN**

**TONY JOU**

**ANTHONY PELUSO**

**JENNIFER ASHLEY SCOTT**

SEPTEMBER 30, 2015:

**KEVIN N. CAMPBELL**

## THE NEXT

## GENERAL

## MEMBERSHIP MEETING

WILL BE HELD ON

**NOVEMBER 14, 2015**

**9:00 A.M. SHARP**

**IATSE LOCAL 728**

**1001 W. MAGNOLIA BLVD.,**

**BURBANK**

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**UNION CARD**

# CELEBRATING GENDER AND WAGE EQUALITY BUT WAIT: THERE'S A POLITICAL TARGET ON OUR BACKS

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



**T**here's been a lot of talk lately about gender and wage inequality, and even more bitter chatter about why we can't raise the national minimum wage and or legislate that businesses provide a decent, living wage.

Here at the union, we're in a great position because women are getting paid exactly the same as a man. As a union representative and a union member, I am extremely proud of the fact that a lamp operator makes \$38.86 no matter if that operator is a man or a woman. Moreover, that same technician is getting the exact same health and pension contributions.

In our union, there is no distinction between men and women. We are living in wage and gender equality. Unfortunately, there are many places where that's not true, and congress fails to support gender equality or recognize the wage disparity between men and women. That keeps the whole family down.

The 2016 elections will be here before we know it. I watched the recent presidential debate and I couldn't believe that in three hours Hillary Clinton was mentioned 157 times, and the Iran deal 40 times but there was not one mention of global warming and no one laid out their agenda for solving even the most pressing problems the country's facing.

I'm not telling people – nor will I ever – who to vote for but I will tell you what a candidate stands for or if a certain person has the middle class in their crosshairs and wants to eliminate pensions, privatize Social Security

or fracture healthcare – including your union-negotiated coverage. A lot of these promises appear good during a sound bite or news snippet. They're said with convincing passion and a wink, and then you say to yourself, "Hey if they privatize Social Security or eliminate 'Obamacare' I can save some money." But many of these promises and convenient, contrived data are unattainable and not based in fact.

It's this political rhetoric that is driving the middle class and collective voices (unions) down the path of destruction. It's like we're being shepherded by a group of people continually telling us undocumented truths. I don't get it. And maybe I would get it if someone had the answer, but no one seems to have it. They keep us arguing amongst ourselves over the small stuff like raising the minimum wage a few bucks so we're not paying attention to the big stuff they're taking away behind the scenes.

And truly, it's scores of elected officials on the federal, state and local levels on both sides of the aisle that have an agenda. But our driving force should be that which makes our lives better for each other and our families. Yet we stay silent. It's almost like we're embarrassed to be middle class or to fight for middle class values.

As union members, we have to be educated voters and pay attention. We have a target on our back and there are politicians who want to take away what we have. Former presidential candidate and current Wisconsin Governor Scott Walker was not shy about is country-wide union-busting plans. In mid-September, he unleashed an anti-worker plan that

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# behind the scenes on NBC's award-winning singing show

part one of a two-part series

When you tune into the Emmy-winning, extremely popular NBC series “The Voice,” you’ll see the show clearly has a seamless flow: There’s the bevy of contestants trying to belt their way to the top, the endless supply of supportive friends and families, and the welcoming banter between the world famous, chair-turning judges. Throughout its season, the show features five stages of competition: Blind auditions, the battle rounds, the knockouts, live playoffs and then the live performance shows.

And like most big television productions, the viewing audience has no idea what it takes behind the scenes to bring that amount of coverage – along with a Grammy-show quality of work – to the little screen week after week.

“The Voice” production is so large, in fact, that it has two separate Local 728 crews: The Reality Unit and Live Stage Lighting. But it is important to note that the two crews work for the same production, are all friends, and work hand-in-hand as one cohesive lighting group on the show. In Part One of this series, we spoke with CLT James Barker and ACLT A.J. Taylor from the Reality unit. (Part Two featuring the Live Stage Lighting crew will appear in the next Bulletin.)

## The High Wire Act

Picture the man on the circus high wire riding a bike and juggling five balls in the air. You’re watching him from the ground with a bit of slight panic, fearful that he’ll fall. But somehow, he’s managing it all with such ease that you’re just in awe of his abilities. That’s what I imagined when I listened to Barker and Taylor talk about a ‘normal’ week at “The Voice.”

“It’s a great place to work,” Barker was quick to point out. “It’s a little chaotic at times but very organized and very regimented.”

With multiple balls in the air, it has to be. But ‘Voice’ is far more than just a singing competition. A significant portion of the production doesn’t happen on stage. There’s three additional stages rigged at Universal where mentoring and rehearsals are filmed, an area



ERIK GONZALEZ, BILL PAVLU, JASON SIDORE, DENNIS BARTH, A.J. TAYLOR, DIRECTOR AND DP ALEX VANWAGNER, DEREK WILDS, TIM PHELPS, MARK FARNEY, MONTIE TAYLOR, JIM KIMURA, AND JOSH HUBER

where friends and family meet with host Carson Daly, and a selection of locations throughout Los Angeles.

"The reality scenes are a big part of the show," Taylor said. "All the times they are walking on and off the stage, standing in front of the mirror, working with the guest mentors and rehearsing with their coaches ... we handle all of that. Even shots of the contestants standing around and looking nervous - we shoot it that day but hours before the live show."

Currently, season nine is airing while production is simultaneously doing blind auditions for season 10. As Barker explains, one season will start production in July and end in December with another season overlapping beginning in October and ending in April.

"Two seasons air a year but we can work on three seasons in one year."

"These are some of the challenges for the reality side of the show," Taylor said. "We get spread out doing so many things at once. And you have to roll with the punches. You just have to be ready to change and adapt to many different challenges and situations."

Many of those challenges have to do with talent (coaches) scheduling conflicts and the different mentors brought in throughout the season. "We've had a lot of huge, big-name artists that come in and mentor. Not only is there the challenge of working around schedules but having them all on set at the same time with the lighting in place. The other challenge is we're oftentimes on practical locations like a building downtown, not on a sound stage."

Like the live stage side, a constantly changing schedule is the reality for the Reality crew. "A talent might decide he can't come in that day so for us, the whole thing changes. We're all at the mercy of the changes and fluctuating schedules of the talent."

Additionally, sometimes locations won't be chosen until the last minute. "Imagine trying to schedule Rhianna, Pharrell and Christina Aguilera on the same day. Logistically, it's difficult for production and we just need to make it happen," Taylor pointed out.

He said that many people don't realize that they have a lot of the same obstacles that are similar to a feature film with the number of locations used on the show. "We don't just walk out onto a pre-rigged sound stage."



BACK ROW (L-R): BOB WAERS, ANSELMO VARGAS, TIM PHELPS.  
FRONT ROW: DANIEL DOROWSKI, BRIAN CRANE, TONY GRAHAM AND CHRIS TANGO

In fact, Barker doesn't have any rigging guys; he uses multiple best boys instead. Sometimes they can be at six locations in one day, not including the main stage, with rigging and shooting happening simultaneously.

(Picture the man on the high wire.)

In addition to Taylor, his "second set of eyes" is ACLT Tim Phelps who has been with him since season two. "Tim is the in-the-moment-on-the-fly-problem-solving-guy. We might have some other thing we have to light and we'll use a splinter unit. That's what he does. It happens a lot ... actually non-stop. There are days I have to rig downtown and we're doing artists interviews somewhere else," Barker explained. "His job title is Joker because jokers are wild, and Tim can do anything."

The core 728 Reality crew include Barker, Taylor and Phelps along with Dennis Barth and Derek Wilds.

"We really just run with a small core of guys and pick up day players because it's so sporadic," Taylor said. "We can have 15 guys then down to a small group then back up to big crews when rigs and wraps are huge."

There's no doubt the entire crew is extremely proud of the work they do on the show. "Our job is constantly changing and there's no time for boredom. There's never a time where it's all the same or where it be-

comes monotonous. It's always evolving," Taylor said.

Both agree it's a team effort and their team is outstanding.

"I really appreciate how organized A.J. is and how easy it is to communicate with him. He also has a positive attitude no matter what gets thrown at him," Barker said, adding, "Tim is the worst best boy

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"THE VOICE" DEBUTED IN 2011.  
THE POPULAR SHOW FEATURES  
SINGERS COMPETING FOR A  
RECORD CONTRACT  
AND A  
CASH PRIZE.

THE VARIETY/  
TALENT  
SHOW HAS BEEN  
NOMINATED FOR 25  
EMMY'S AND CELE-  
BRATES FOUR WINS  
INCLUDING OUT-  
STANDING REALITY  
- COMPETITION  
PROGRAM.





# Buying and Selling your PRIMARY RESIDENCE

by *Pascal M. Guillemard, Treasurer-Call Steward*

**Y**ears ago, the IRS charged no tax to homeowners if they sold a primary residence and rolled over the proceeds from the sale into a new home. But that rule is long gone.

For sales made after May 6, 1997, current law provides a universal exclusion that should benefit most, but not all, homeowners. Under current law, a tax exclusion for gains of up to \$250,000 is available to individuals. Married couples filing a joint return can claim a tax exclusion of as much as \$500,000.

The gain on the sale of the house is considered the sale price minus any selling costs, such as a real estate brokerage commission, minus the adjusted original cost basis (OCB) of the property. The adjusted OCB of the property includes the purchase price plus expenditures for permanent improvements to the property, such as an addition, roof replacement and painting. It does not include expenditures for just repairing the property, such as fixing a broken window. Settlement fees and closing costs also add to the adjusted basis of the property. However, fees associated with obtaining a mortgage do not affect the OCB of the property, since those fees are charged for getting the loan, not for the purchase of the property.

The capital gain or loss is calculated in this way:

$$\begin{aligned} \text{Realized Gain} &= \text{Sale Price} - \text{Selling Costs} \\ \text{Capital Gain or Loss} &= \text{Realized Gain} - \text{Adjusted Tax Basis} \end{aligned}$$

Anything that changes the taxpayer's OCB in the property will affect the gain or loss realized.

Expenditures that increase the adjusted OCB include:

1] Improvements that have a useful life of more than 1 year. Improvements to a home

only increase the OCB if they are still part of the home. For instance, if you spent \$4000 to paint your house 10 years ago, and then painted the house again just before the sale, then the previous cost of the painting is not added to the OCB.

2] The costs of restoring damaged property.

Decreases in the original cost basis include:

1] Postponed gains from the sale of a previous home before May 7, 1997. Gains postponed under prior law rollover rules decrease the original cost basis because taxes were not paid on the previous gains. You must account for that rollover amount and your original cost basis will decrease by the amount of gain you postponed paying taxes on years ago.

2] Any losses that were deducted from ordinary income tax.

3] Insurance payments for casualty losses.

4] Depreciation claimed for a home business or rental purposes.

5] Claimed tax credits for home energy improvements that increases the original cost basis of the home.

6] Energy conservation subsidies that were excluded from income.

7] Receipts from a public utility for energy conservation measures that were excluded from gross income.

If you have gains from the sale of your house that fall outside of the exclusion amount, you will be subjected to the following taxes on that amount:

1] Capital gains taxes of up to 20%

2] California income taxes 11%

3] Medicare tax increase of 3.8%

If you are widowed less than two years at the time of the sale, the exclusion remains at \$500,000. If you are widowed beyond two years, the OCB is reduced to \$250,000, but one-half of the value of the

## 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, texting to 818-438-0728 or emailing [tcs@iatse728.org](mailto:tcs@iatse728.org).

If you urgently need to fill a call outside of regular business hours, you must contact 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.

property at the time of the death of your spouse is added to the new original cost basis.

If you marry someone whose home becomes your primary residence, the amount of time that this person has lived in the residence is added to the minimum time needed to qualify for the exclusion.

If you inherit a property, the original cost basis becomes the assessed value of that property at the time the property was inherited.

Rates are as follows assuming the taxpayer has no other income:

Capital gains 0 - \$36,900 you pay nothing  
Capital gains \$36,901 - \$406,750 you pay 15%

Capital gains \$406,751 - unlimited you pay 20%

In addition, any capital gains over \$200,000 (single) and \$250,000 (married) are subject to an extra 3.8% Medicare tax.

Everyone's individual situation is a bit different. If you are planning on selling your primary residence and you think that these laws may affect you, check with a qualified tax accountant to get all of the details.

*Pascal*

# Pinched Nerves, Carpal Tunnel, Bulging Disks, Tight Muscles, General Overall Pain ...

## Sound familiar?

by Alan M. Rowe, Safety & Training Director



**E**rgonomics is perhaps one of the most important safety and health topics that we face but many of us are relatively unaware of it.

“Ergonomics” is defined as “the science and practice of designing jobs or workplaces to match the capabilities and limitations of the human body.” In real terms, ergonomics is working without causing damage to your body. Frequent lifting, reaching, standing, squatting, grabbing, and carrying items can cause long and short term damage to soft tissues, such as muscles, nerves, ligaments, tendons and blood vessels. By using safe practices, designing workplaces, and using machines such as cable carts, forklifts, and mules, we can avoid some of these hazards. Basically, good ergonomics means “fitting the work to the worker and not forcing the worker to fit the work.” Bad ergonomics leads to pinched nerves, carpal tunnel, bulging disks, tight muscles, and general overall pain. Sound familiar?

This is a huge problem for us as lifting, wrapping, and connecting cables all introduce ergonomic hazards. So does heading up lights, wiring fixtures, handling hot materials, working at a console, and moving helium tanks. Basically, almost everything we do introduces an ergonomic hazard. With this being the case, it seems like there should be an OSHA Standard. While an OSHA Standard for Ergonomics does exist, it is an unenforceable standard and by itself provides us little protection. It seems strange that such an important standard can be unenforceable but it all came down to one little word - politics.

On November 14, 2000, the Clinton Administration passed the OSHA Ergonomics Standard that had been initiated by Elizabeth Dole during the Administration of George H. W. Bush nearly 10 years

earlier. This bi-partisan legislation required employers to protect workers against repetitive stress injuries. The law took effect on January 16, 2001. However, on March 20 of the same year, the administration of George W. Bush repealed the law. With a stroke of a pen, barely two months after it took effect, ergonomic protection for workers was forever taken away.

While the history is interesting, the reality is that the first line of defense against repetitive stress injuries lies with us. While Local 728 offers a full class in protecting yourself from injuries at work, the basics are pretty simple: Lift with your legs, share heavy loads, alternate hands when making connections, use tools and wheels, watch your posture, and don't wait for pain to become unbearable before dealing with injuries. Stretching, yoga, and Pilates are very effective for avoiding injuries.

Effective planning is another great way to help mitigate ergonomic hazards. It is far too common that we are placed in situations where we end up sacrificing our personal wellbeing in order to get the job done. Whenever possible, we need to plan to avoid situations that overwork the crew and when we don't have the ability to plan, we have to find other ways to manage the situation and accomplish our work. Sometimes this means that we have to stand up and not allow ourselves to be abused.

I remember one night I was gaffing a non-union show that was shooting in one of the movie ranches outside of Santa Clarita. When a truckload of lighting equipment unexpectedly showed up, I told my best boy to refuse to sign for it. When production tracked me down to tell me I needed to sign for this equipment so the driver could leave, I told them if they weren't going to give us any more crew, we couldn't take any more equipment.

We were already pushed to the limit with the package we had and I was offended that the cost of the newly rented equipment was more than what the extra crew would've cost. I expected to get fired but we got the extra people and I kept my job.

The point is when we make our plans we have to keep in mind how it is going to affect the efficiency, health and safety of the crew and a little common sense can go a long way. Using 2/0 instead of 4/0 (if your load allows it) or 480V for long runs will save your crew's back. Using 50' pieces of 4/0 instead of 100' pieces will reduce the amount of weight people have to lift. Always fight to make sure that we have enough people to get the work done in the time allowed and there are enough carts and other mechanical devices to avoid straining our bodies.

This line of thinking goes beyond ergonomics into other health areas as well. Plan to put the generator far enough away from the condor so the operator isn't breathing exhaust all night. Make sure that cable runs are clear from health hazards such as bird, animal – or as is the case in some notorious locations – human waste. Make sure that production cleans these locations and provides gloves for the crew. The rule with PPE is that employers don't have to pay for items that can be used outside of work. These gloves are expendable as no one would even think of wearing gloves that have wrapped cable in one of these locations ever again, much less at home.

As always, if you find yourself facing any health and safety hazard notify your employer, and if they fail to address it properly, call the office and let us know.

## STUDIO ELECTRICAL LIGHTING TECHNICIANS

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## BUSINESS REP'S COLUMN

*Continued from Page 3*

would disseminate the National Labor Relations Board, bust up federal unions and make all workplaces “right to work” unless individual states voted that statute down.

In a fantastic article in the *New York Daily News*, writer Denis Hamill talked about how his life was immeasurably changed for the better when his father – a factory worker tolling long hours making little money in horrible conditions – became a member of the IBEW. He said, “...I take personal offense when I hear Walker tell ‘The Associated Press’ that many – including the union bosses and the politicians they puppet – have long benefited from Washington rules that put the needs of special interests before needs of middle-class families.’ Excuse me Ebenezer Walker, but my father’s union rewrote the life story of my family.”

It is all of our responsibilities as union members to educate ourselves not only on the topics, but on the politicians’ agenda. Who do they really support? Moreover, greed is an evil thing and money controls politics: The more in their pocket - the less in yours. There are groups out there that

want to keep us poor and uneducated, and want to fracture us as a class of people where we are arguing and disagreeing with each other over the small stuff so we won’t see the big picture.

The middle class voters and the working stiffs didn’t bother to vote in the 2014 election and we need to bother. We need to engage, and you can’t engage if you’re not registered to vote. Did you know that 6 million Americans didn’t vote in the last election because they missed the deadline or didn’t know how to register? September 22 was National Voter Registration Day. The good news is it’s not too late to register to vote. If you’re not registered, implement the ‘Do it now’ principle: Take out your smart device and go to [nationalvoterregistrationday.org](http://nationalvoterregistrationday.org). Become a registered voter, exercise that right and make your voice heard to proudly support and defend the basic, hard-fought rights of the middle class – many of which your union forefathers shed blood over to get enacted.

A handwritten signature in black ink, appearing to be 'P'.



*Continued from Page 5*

ever because of how many time cards he goes through ... he’s not saving any trees, that’s for sure.” (The man on the high wire has a sense of humor.)

There are curve balls, like when equipment doesn’t show up or a scheduling snafu, but this group of talented 728 technicians excels at creativity and ingenuity – they also have a master’s degree in time management – but they clearly have a lot of fun, as well.

“People are happy and it’s a good work environment. That starts from the top. We get everything we need to do our job correctly and safely. Production provides us with everything we need. They’re great,” Taylor added.

“It’s also a very positive show,” Barker pointed out. “All the coaches try to be very encouraging. I think that’s why it’s a popular show. Even if they’re bad on stage, they invite the contestant back.”