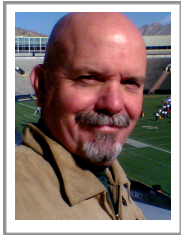


# IATSE 748



## President's Report December 2010



### Replacement Protocol

It's different with every employer. To replace yourself on a game you've been booked on for weeks, you usually contact someone you know can do the job well ... then notify the

employer that you found a replacement for a date you can't work.

Most of the time, this is fine. But there have been some challenges in the past with this method. It might be better to call the employer first and let them know you need to replace yourself. This helps them understand your situation and gives them a chance to suggest freelancers they prefer. Sometimes they may offer to find your replacement. At the very least, they can let you know what limitations they may have with a particular client... and that can make things go more smoothly for everyone.

### Time Clock

Although we do not "punch-in" when we report to work, we still need to be punctual. TV is one business where time is critical. Our shows air – exactly on time - ready or not. Arrive on the job site early enough to make sure your position is

ready to go long before the show counts down to air.

### Complaints

We all have them. Something just gets under our skin and we need to tell somebody. Some of us just keep it "under wraps" and let it build and build until it explodes.

But often all that is really needed... is open communication. Understanding begins with talking. But sometimes speaking frankly may not be prudent. That's where your E-board comes in. At the end of the newsletter is the e-mail list for all of your elected officers. Don't ever hesitate to contact any of us with your concerns, observations or complaints. If we can help - we will.. and we'll always protect your confidentiality.

### Plan C Changes

Some of you know that the Plan C-2 rates are changing again. They will increase by \$45 for both individual and family coverage on April 1, 2011. (A 2.9% increase for individual coverage and 1.7% for family coverage.) There are also changes being

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made to comply with the new national changes in healthcare. For example - the \$1 million lifetime limit for out-of-network benefits will be eliminated. Coverage for preventive health services will no longer require co-payments or any other out-of-pocket expense on your part: the cost of such services will be totally covered by the Plan in which you are enrolled.

For more details visit the IATSE local website for the links to all the resources you need to make the most of your union benefits and membership. More detailed information about these and other changes will be mailed to all participants in November.

### Elections

Our local vote for contract extension resulted in the extension of both BBP, TRO and other smaller contracts we have with employers. The extension adds two more years to these contracts at a pay scale comparable to the 5 year FSN contract. I appreciate the participation of all members who took the time to vote.

Also - Proposition 113 passed as an amendment to the Arizona Constitution. This means it will now be even more challenging for a group of workers to organize a union. The confusing language of Prop 113 made a yes vote appear to support secret balloting of employees... but federal law already gives us that right. Time will tell what effect this amendment will have on the Arizona Constitution.

### Tricaster

Many freelancers attended the Tricaster demo sponsored by E.A.R. John Brodnax, Jeff Hitz, Dorris Shanahan, Bob Pachman, Mike Kellog, Dave Warner, John James and Randy Meador enjoyed the slick presentation and free eats at the latest "Truck-in-a-box" gizmo.

Will it do sports? Maybe - maybe not. Want to learn more? Ask any one of those attendees what they think. I'm sure they'd be happy to share their opinions with you.

### Parties

After the Holidays the Local will be sponsoring an "After the Holidays - Holiday Party" in January. More information will be sent via e-mail once details are set.

In April we will be hosting a "Train into Spring" family party at McCormick/Stillman Railroad Park in Scottsdale and kids of all ages are welcome. It will be a BYOB event (beer and wine only) - with the Local providing food and BBQ expertise for all freelancers. Look for more information via e-mail as that event draws closer.

To all freelancers in this state who work hard and take pride in the work they do - have a wonderful and safe holiday season.

John James  
President



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# Vice President Report

## Family

The broader definition of family encompasses our Union and our freelance community, locally and nationally. I guess that's why we're known as Brothers and Sisters. We all know somebody from somewhere else, who's doing the same work that we do. We conduct ourselves with the same professionalism, and encounter the same occupational problems and concerns.

We know these people... because we've worked with them. If not here, perhaps in another market. We may be on a package that takes us to other cities, or may work on shows where crews are brought in. The fact is... we are connected to each other.

Do any of us do what we do to get rich? We do this, because we love what we do, and are good at it. Just as with most "families", we can be dysfunctional at times, and we all have a Crazy Uncle thrown in the mix, but we stick together... because that's what families do.

The IATSE Bulletin publishes the names of our Brothers and Sisters who have passed on. This past issue contained the name of a person I had worked with on many occasions. He and I had known each other fairly well, yet I had no idea he had passed until seeing his name in print. This hit me rather hard, and made me want to communicate better with my fellow freelancers. Recently we received a list of contact information for all the other Sports Locals represented by IATSE.

It is my goal, to first of all, keep our Arizona Family connected... and second, keep our extended family connected.

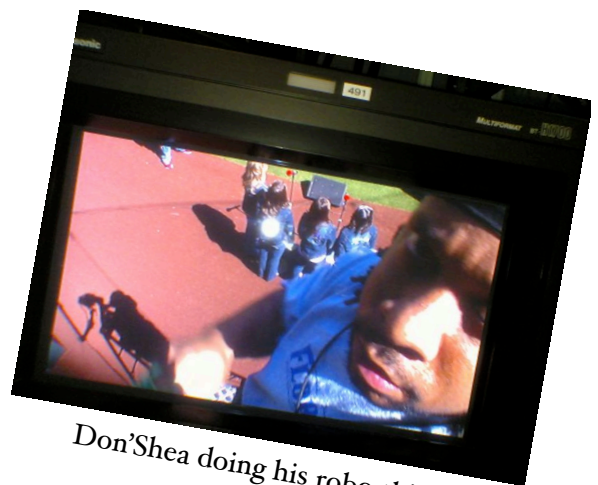
Please, keep the lines of communication open, and let us know what you know - for the welfare of our entire family.

Kevin Flock

Local 748 Vice President



High School Football Crew



Don'Shea doing his robo thing

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# Business Agent

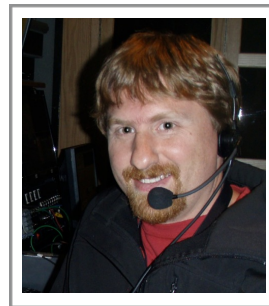
## Appreciation

I want to step away from the business side of our market to talk about something we freelancers tend to forget. All too often we think of our employers as the Big Bad Wolf who is out to get us. Yet in many ways, our employers are just like us. They have jobs to do, bosses to report to, and stress to deal with just like we do. My point is ... they have obligations and responsibilities too.

When I read the book “How to Win Friends and Influence People”, it changed my life. I learned that to build successful working relationships, I must listen and compliment others. The more one-sided our conversations with employers are, the more adversarial they can become. This E-board takes prides in listening and working with our employers to solve the issues we face. There are so many instances where a miscommunication can wreak havoc between employers and employees. Just listening to their side and clearing up any miscommunication can go a long way toward forging a strong relationship.

My challenge to all freelancers this month is to appreciate your employer. Try to compliment them. Find something they’ve done for you and thank them for it. (An example might be expressing gratitude for allowing them to replace yourself on a shift.) When we think of our employers as partners rather than bosses, the relationship strengthens and it becomes easier to achieve our needs and desires. Like that old saying tells us... “you catch more bees with honey than vinegar”.

Eric Falkner  
Business Agent



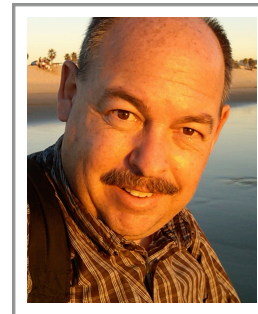
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## Treasurer's Report

Some of you might be aware that the International has launched a new Email initiative for members of the I.A.T.S.E. Their intent is to be more cost conscious by eliminating traditional mailings when possible (i.e. the quarterly bulletin). To that extent the International is requesting each local union to submit the Email address that we have on file. If you wish to not have your Email forwarded to the International simply send me an email by Dec. 15, 2010 to [d.warner@iatse748.com](mailto:d.warner@iatse748.com) and I will not forward your Email. Once the international receives your address, you will be sent an Email with a link to complete the registration process and accept future Email communication from the International. If you do not respond to the provided link then you will not receive electronic communication from the International.

If you have not already, you will receive your open-enrollment quarterly statement for your 2011 Plan C coverage selection. It is important that you read your quarterly statement carefully and consider all the Plan C options. If you have "other coverage" and wish to enroll or continue your Plan C Medical Reimbursement status, you must submit proof of other coverage (copy of the front and back of your medical I.D. card). If you are married and or have dependents you want covered under the Medical Reimbursement status you also need to submit a marriage license and birth certificate for each dependent even if you have submitted said documents in the past. **The deadline to submit proof is December 15, 2010.**

David Warner  
Local 748 Treasurer



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## Letters To The Editor

Dear Fellow Freelancers,

Over the past several weeks, there have been football games in Arizona that were produced by ESPN and did not go through a local crewer with an IATSE contract. Certainly that is not a violation in any way, shape, or form. However, I would like to remind all freelancers that it is to your benefit to use a local crewer when contacted to work for ESPN or any other employers that are not currently under contract. By going through a local crewer, you will receive benefits (pension, annuity, and health and welfare), and double-time after 12 hours of work. You also won't have to pay the self-employment tax or your own social security out of your own pocket. ESPN has gone through a local crewer for a few NBA seasons for games in Phoenix and that has benefitted the freelancers who work on those shows. If you are concerned that going through a middle man may cause you to lose work, that is not the case. ESPN is very good about asking for specific operators when requesting a crew, so if you have been getting called by ESPN in the past and they want you on a show, they will request you to be on future shows. I encourage you to refer being hired through a local crewer when booking shows. I can say first hand I did that in March for a show in Phoenix and it worked out well for everybody. All the payroll was done through a local crewer and I didn't have to generate any paperwork including mileage or expenses to ESPN.

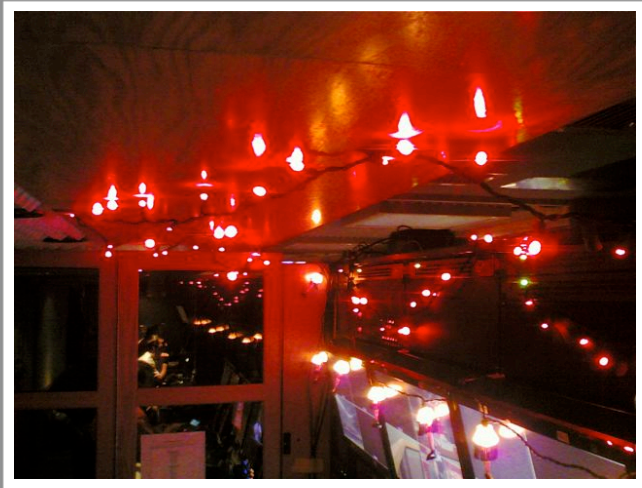
If you have any questions or concerns please contact me or a member of the Executive Board directly.

Scott J. Garifo, Tucson Representative IATSE 748

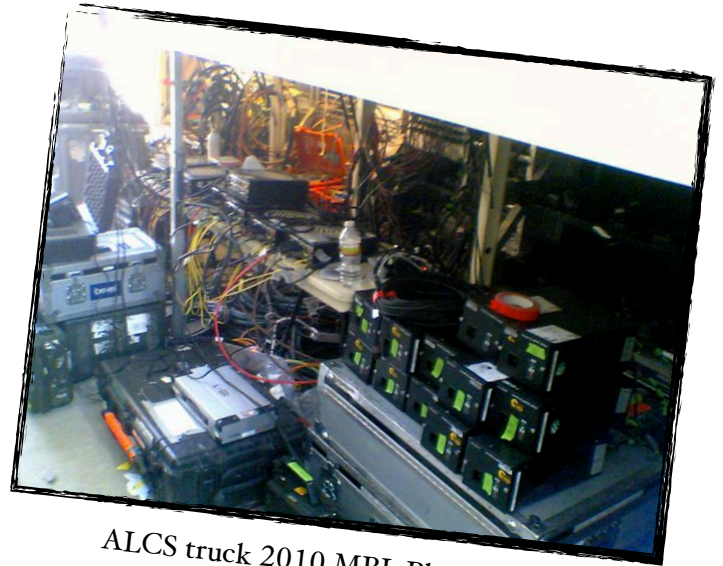


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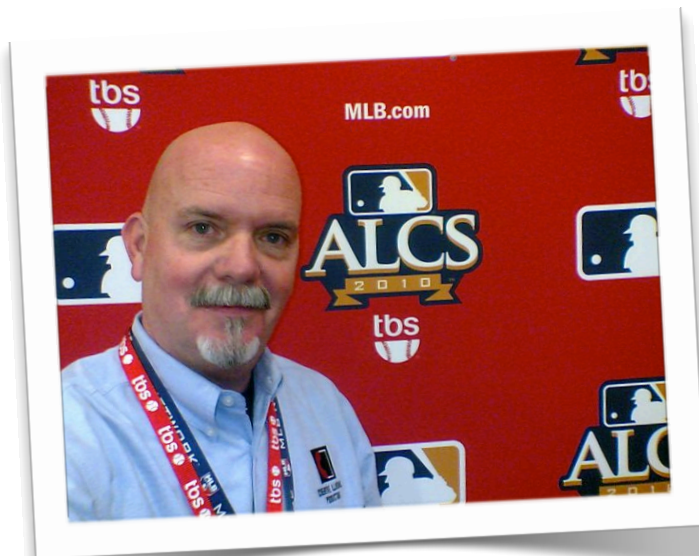
## Miscellaneous Stuff



Christmas must be around the corner. Nice “leg lamps”



ALCS truck 2010 MBL Play-offs



John “Sully” James at Dallas, Texas. for ALCS

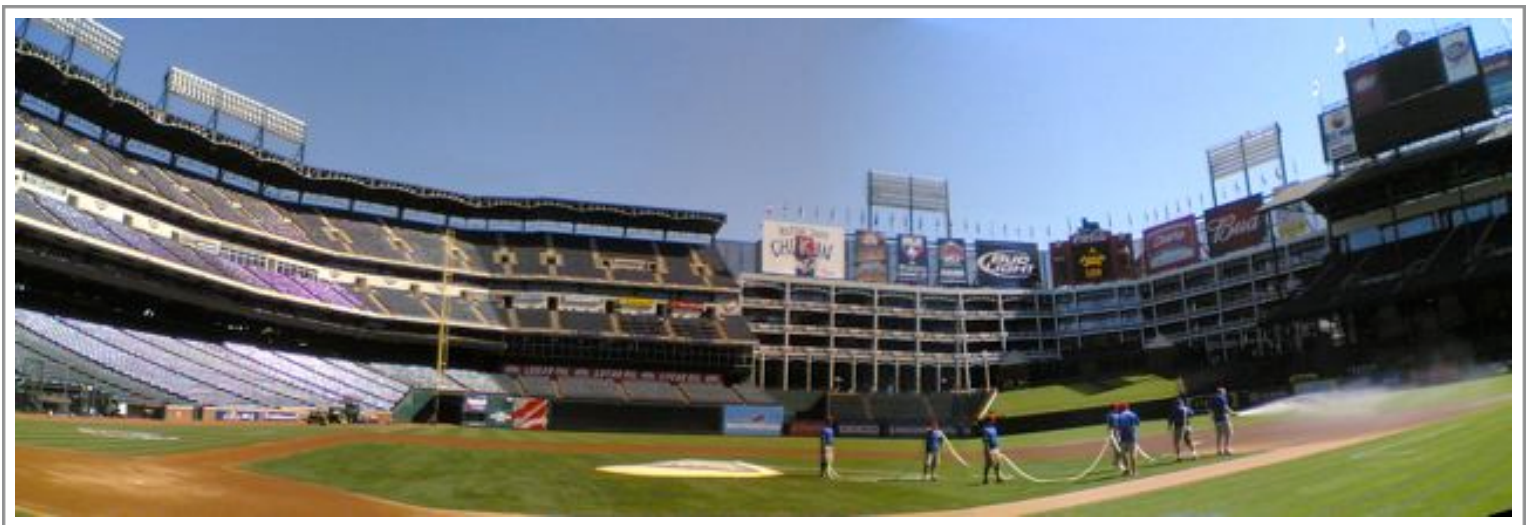
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Tricaster Demo



Lacey Collins on air in Pittsburgh, PA.  
For Fox Sports, Pittsburgh



Ranger Stadium, Nov. 2010

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From all of us at your local union -  
Your E-board and all the volunteers who make our local  
special-  
- We wish you a happy, healthy and prosperous Holiday!

## Announcements

If you have any news or announcements please email them to Korina at  
[k2pooh15@gmail.com](mailto:k2pooh15@gmail.com)

## Letters To The Editor

If you have any letters to the editor, please email your comments to Korina at  
[k2pooh15@gmail.com](mailto:k2pooh15@gmail.com)

The Newsletter staff will do their best to get the proper person to respond to your question/  
concern.

## Links to Stuff

Web Site: [www.iatse748.com](http://www.iatse748.com)

Twitter: [twitter.com/iatse748](https://twitter.com/iatse748)

Phoenix Suns: [www.nba.com/suns](http://www.nba.com/suns)

Phoenix Coyotes: [www.coyotes.nhl.com](http://www.coyotes.nhl.com)

Arizona Diamondbacks: [www.diamondbacks.mlb.com](http://www.diamondbacks.mlb.com)

Arizona Cardinals: [www.azcardinals.com](http://www.azcardinals.com)

ASU: [www.thesundevils.cstv.com](http://www.thesundevils.cstv.com)

U of A: [www.arizonaathletics.com](http://www.arizonaathletics.com)

Fox Sports Arizona: [www.foxsportsarizona.com](http://www.foxsportsarizona.com)

Burke Brothers Production: [www.burkebrothersproductions.com](http://www.burkebrothersproductions.com)

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## IATSE 748 Executive Board

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**Tom Kioski**

**Kevin Kellogg**