

# IASTE 748



## President's Report August 2010

### Grievances

Getting things done is not always easy. Our union still has numerous grievances that have yet to be resolved, many of which were underway before elections. But progress is being made if only because we need to have these issues resolved to help determine policy in situations comparable to the original grievances.

The grievance procedure is more than a way to stop mistreatment of a single member or respond to an injustice. A grievance is a way to resolve policy issues, determine definitively how a situation or action should be handled in the future. They are a powerful tool, one which can help labor and management improve the way things get done.

A grievance is a public tool - a device that shines the light of the full community, both labor and management, on an issue that needs to be resolved, modified, corrected. And in any endeavor involving human beings, things sometimes must be processed in a formal way to resolve

conflict and confusion. And doing this in public removes politics and bias.

So our work continues. Sometimes with grievances - other times with meetings with direct and honest conversations. We all want to succeed and grow our unique business, and be the best we can be. We all want to make our workplace and shows we produce the best they can be. And a grievance is nothing more than a tool to help all concerned achieve that goal. But like all tools, it should be used appropriately. Using a screw driver to set nails may work. but it is not what the tool was made to do. And we must use the tools we have as a union wisely.

As policy, all grievances will be handled locally, through local legal council secured for that purpose. Never again will an important clarification be allowed to take more time than is reasonable to resolve. We all need good, clear and easy to understand rules to make our workplace efficient and fair for all.

## Technology advances

Some of you have heard of the Tri-caster, a feeble attempt at stuffing a TV truck into a PC. At this time - it does not offer the depth or technique a live TV crew can bring to any live coverage - but any technology given enough time may succeed.

I do not see the Tri-caster as a threat - but a new tool added to our growing set of tools for telecasting. I encourage all freelancers, members of the union, to seek out any chance to learn about this new machine and master the abilities it offers.

It maybe some time before all sports will embrace this type of technology to broadcast their coverage - but the internet and A/V situations may embrace it more quickly and use the technology more appropriately. Another blade in our Tv swiss army knife.

John James  
President



## Vice President Report

Two topics stick out for me this quarter. First is the amount of “new” directives being ordered by our employers, and the second is the upcoming National Election.

I Have not work as much Baseball as most, but upon my most recent adventure to the ballpark, I found many new rules posted for production persons to be in place a certain times, and to not leave said production until released by a qualified release. I am not sure if that is an actual word, but you get my drift, hopefully. Similar rules and such have been going on for years, such as the No Food in Truck, Only bottled water, etc. Most of these rules is not because of us. FSN has persons at their National Level that reads all the reports from Producers, Tech Managers, Crew Supervisors, etc. from all over the nation and makes policy for ALL FSN networks. FSN-AZ being one of them. It is not the FSN-AZ people thinking of ways to mess with us. We have to keep a professional attitude about all of this and present ourselves as the professionals that we are. Remember to be a professional and show everybody the AZ is just as good, if not not better than anybody else in the nation.

My second point. f you are still reading, is Voting! I just received my fall voter information packet. Please read through it and educate yourselves and VOTE! 748 right now is not endorsing a candidate or measure, but IATSE and the AFL-CIO occasionally do back certain candidates and measures on the upcoming ballot. If you wish their opinion, please check out the websites. We ask that you inform yourselves and VOTE. The only way your voice can be heard is to VOTE!

Thank you all,

Kevin W. Flock



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# Business Agent

## The Contract and You

The main purpose for the collective bargaining agreements we have with our employers is to ensure fair wages and working conditions. We work very hard to negotiate the best possible conditions for all freelancers in our community. Enforcing the CBA is where you the freelancer come in.

Many times there are situations where a freelancer is put in a position they are not comfortable with or a change is made that you are not sure about. This happens very often with training situations. The CBAs have specific provisions for most situations but we (the E-board) are not there when some situations arise.



It is important that you have a copy of the contract with you and that you know the basic rights you have under the CBAs. These agreements cover you whether you are a union member or not. If you are on the Referral List, the CBA covers you.

A recent situation was very quietly resolved by pointing out certain provisions in the contract. It was people in the freelance community bringing this situation to my attention that allowed the E-Board to address and resolve it. Our phone numbers are listed in this newsletter and we encourage you to call us if you are not sure about a situation. We are only as strong as the members we serve and with your help we can make our work environments the most positive experiences in the region.

Eric  
Business Agent

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## Treasurer's Report

### Piracy Is a Danger to Entertainment Professionals.

What I'm referring to is Digital Media theft whether it is illegal DVD/CD duplication or online theft. This may not effect our craft directly however as a member of the AFL-CIO is does so by reducing the profits and therefore the incentive to invest in new films, television programs and sound recordings.

In short, by participating in this illegal activity it impacts the wages and benefits of our fellow brothers.

Many sites may look legitimate to view or download content but in fact are not. IATSE's web site has a link to a list of legal sites for downloading/streaming movies, television shows and music.

<http://www.iatse-intl.org/dmptheft/theftlegalcontent.html>

Dave Warner, Secretary-Treasurer, Local 748



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## Miscellaneous Stuff

Now that we are in the depths of monsoon season with high temps and just as high humidity, here's a few photos that may give you a bit of reprieve.



West Fork Black River



Cooling off wherever we can...  
Highline/Az Trail, Payson



Rainbow outside Greer



Mogollon Rim



Scott Reservoir: Show Low

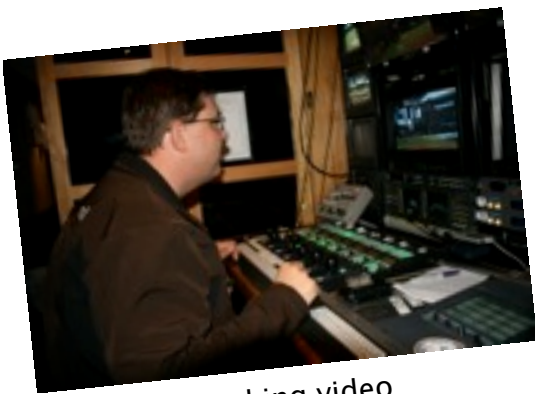
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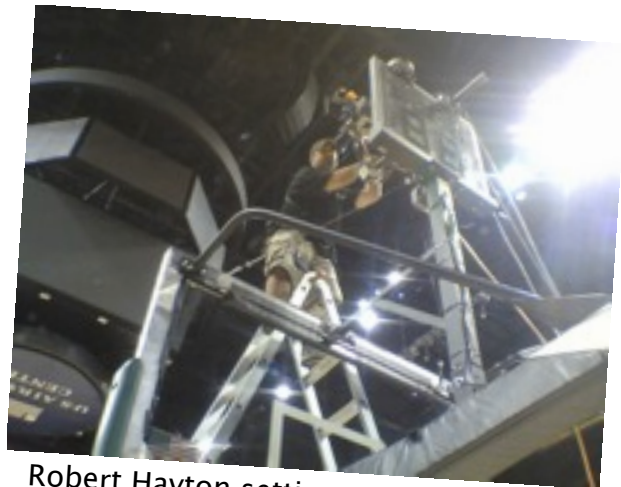
4th of July set testing...  
Holi, Mark, Amy and Chris



Director, Mitch Riggin, practicing for the NBA



Art making video



Robert Hayton setting up at the Suns



District 2 Convention



Local 748 Pres. John James @ the District  
2 Convention

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## Announcements

The beginning of June, Meg Buchan's home caught on fire. No lives were lost, but all of her belonging were as are result of either flames or smoke. The Union had made an outreach to Meg and her family for support.

Korina would like to thank those of you that donated your used shoes. She took about 50 pair to the [Soles 4 Souls](#) donation site. These shoes will be going to people that have NO shoes, so anything helps. She will be doing another collecting in a few months. Again, thank you.

J.B is collecting plastic bottle caps for charity. A jar full of caps will equate to one day of kidney analysis for his friend. So before you recycle that plastic bottle, take the cap off and put it in J.B.'s "Cap Bag".

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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