

IATSE 748 Newsletter



President's Report December 2011

Fellow Freelancers,

The end of yet another year. The beginning of a new year with much for all of us to do and keep an eye on.

In 2012 our contracts come to and end with FSN, TRO and BBP as well as other smaller employers who have Collective Bargaining Agreements with Local 748. Work has already begun on the process of adjusting and correcting lapses in technology and confusing language in the agreements. We hope to have all of this done long before the deadlines for these contracts come about.

If you want to be involved - please join the union and participate in the process - be a voting member, serve on a committee, volunteer and help guide our future.

In other news, I am proud to announce Kris Kennel was awarded the RFP for the short video to be placed on our web site public landing page. Kris wants to make this a special video in that he wants to use as little of the money set aside for this project as possible. He hopes many in our

community will donate time, resources and skill to help make the final video a reality. What remains of the RFP money he has asked to be put aside to help brand new members - who have never been a member of a union before - *"be used as seed money to help people join the union who want to join but do not have the money to do so."* After the production is completed - a special volunteer committee will be formed to work out the details of this generous and unique idea. Thanks Kris!

Over the years, the Musicians Hall has kindly allowed us to hold our local meeting at their facility on East Oak street at no charge. We have offered to pay but the answer has always been a resounding "Nope - your guys are OK by us."

At the last regular meeting of our local, we donated \$1000 to the **Hazel Cool Memorial fund** (a 501c(3) organization) that is housed at the Musicians Hall. The fund manages a large library of music related resource materials as well as purchases and refurbishes musical instruments for young students studying music. We

thought it was the perfect place to show our thanks to the Musician Hall. They thought it was too.

If you would like to donate to the Hazel Cool Memorial fund, please send your donations to: The Hazel Cool Memorial Fund

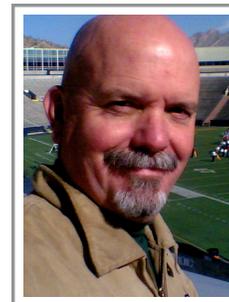
% Madilin Roberts
Musicians Hall Local 586
1202 E. Oak street
Phoenix AZ 85006

There will be no IATSE Christmas party this year. We will work on having

a spring "Picnic" as that event was a great success last year - and members made it clear that they wanted the picnic to be a regular event. And so it shall be!

In the mean time - have a wonderful - safe - and peaceful holiday.

John S. James
President



Local 748

Vice President Report

Medical Reimbursement. How many of you are enrolled in this option? This is a choice you can make with the IATSE sponsored Blue Cross/Blue Shield insurance. If you have proof of other insurance, you can have your Employer contributions go to a Reimbursement plan, instead of paying for insurance. I have heard many questions of how to get money out of this fund. It is easy, but also complicated. Make sense? Not to me either. Hopefully this guidance will make it easier to understand. First, log on to www.iatsenbf.org, and click on "participant" Print out a copy of the Claim Form and fill it out to the best of your knowledge. Remember to **sign it**. Non signed forms are immediately rejected. You would not believe how many non-signed forms they receive. Along with the claim form, you must attach a copy of the itemized bill, or detailed statement you get from the Medical provider you are claiming reimbursement from, including any receipts from payment you made. The more you provide the less likely of rejection of reimbursement. You should

also attach any "Explanation of Benefits" from your covering insurance company. Claims for a given year must be received by March 31st of the next year. So all of your 2011 claims, Co-pays, prescription costs, out of pocket medical costs, must be submitted by March 31st, 2012. There will be an Administrative Fee deducted from your refund amount so don't be surprised if you receive a bit less than expected, it is just the way they do business. The medical reimbursement claims must be mailed in, no faxes, or emails. They are not yet into the 21st century. The address is on the claim form. Any questions regarding medical claims can be asked and possibly answered by calling 1-877-390-5845. That is the reimbursement office. Any questions about any of your funds can be made at 1-800-456-FUND. Hope this helps.

Kevin W. Flock
VP IA 748



Business Agent

If your supervisor called you into a meeting on a job site, do you know your rights? Do you have to answer their questions? Can you plead the 5th? Do you have the right to a Union Rep?

When faced with a situation on the job where you are called into a meeting with management or your supervisor, you have specific rights that are meant to protect you. In 1972, there was a landmark decision in the case of NLRB vs J. Weingarten, Inc. In this decision, employees were granted a very important right that they may exercise if they feel discipline or adverse consequences may occur as a result of what may be said at the meeting with management - the right to request union representation regardless of whether you are a union member or not. Management, however, is not required to inform the employee of this important right.

Once this request has been made, management has 1 of 3 options:

- 1) Stop the questioning until the representative arrives
- 2) Call off the interview
- 3) Tell the employee they will call off the interview unless the employee voluntarily gives up his/her rights to a union representative

It is important to note that if the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. Also, the employer may

not discipline the employee for any such refusal to answer questions without representation.

Local 748 has made great strides in improving our relationship with management and that strong relationship makes us a strong ally to assist you in any situations that may arise.

You can read more about Weingarten Rights at:

http://en.wikipedia.org/wiki/NLRB_v._J._Weingarten,_Inc.

http://en.wikipedia.org/wiki/Weingarten_Rights

If you would like a laminated copy of the Weingarten Rights Card, please email me e.falkner@iatse748.com and we'll mail one out to you.

Eric Falkner



Business

Agent

Treasurer's Report

Keeping Current

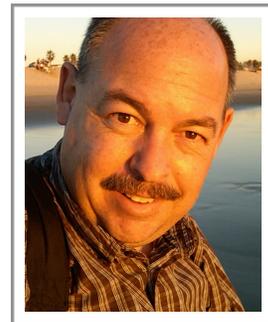
One responsibility of the local is maintaining the referral list. This is a list of qualified individuals as well as the positions for which each is qualified that the employers hire from. Help us make sure the employers have your most current contact information. This includes email, USPS address, and phone numbers. So be sure to send any changes to:

d.warner@iatse748.com.

Something else to keep current is your 748 membership. This is more important than ever as contracts are up for renewal next year. We value your

opinion and the strongest way to be heard is by your vote. But your vote only counts if you are a member in good standing. Look for dues statements the first week of January. Contact me if you are not sure of your status.

David Warner
Sec./Tres.



SPECIAL REPORT

Non Union Work

While LOCAL 748 realizes the necessity of sometimes taking non-union work, we also know that the continued existence of non-union contractors and employers in our markets is a threat to the economic well-being of all working under a union contract. By notifying Local 748 of non-union work, including as many details of each job as you are able to provide, you allow leadership to track the activities of non-union contractors and evaluate them for organizing purposes.

While our contracts call for periodic increases in benefit contributions, rising health care costs often make it difficult for those contributions to keep pace. It is important that members maximize their potential for benefit contributions. Having more shows under contract will help maximize these contributions, and in some cases, can make the difference between qualifying or not. Whether you have excess funds in your account, or are constantly having to self pay to make your premiums, your responsibility to your fellow members is the same. It is your duty to notify local 748 of all non-union shows to help all freelancers, and those who are not fortunate enough to be members yet.

Your obligation to report non-union work extends beyond local contractors and employers who operate in our market. National rights-holders who operate in our market, or who hire you to travel outside our market, and do so without extending to you the option of working under a union contract, pose a threat to the long-term economic well being of all freelancers and our ability to defend and improve the hard-won benefits we currently enjoy under our contracts. Any work done for non-union national rights-holders should also be reported to your local 748 E-Board

or reportwork@iatse-intl.com. Including as many details of the booking as possible will help greatly in our ability to evaluate organizing targets.

It is, and has always been, our policy when organizing sports broadcast contractors that we organize the workers, and then together with those workers negotiate with their employer. Those currently working for a non-union employer can rest assured that their preference of employment will be protected under any contract the IATSE helps them negotiate with their employer, just as it is for those working under our current contracts. They will retain first-hire status, so they can continue to perform the jobs they already have.

Just because the union receives a call regarding a show, however, does not mean that a job action will take place. The preferred method for organizing a workplace is through a show of majority status, usually through a card check. Your reporting of non-union work helps us collect information about shows so we can make an informed decision on whether we believe we will be able to prove majority status in a workforce and begin the organizing process.

Please help strengthen our market and the economic security of all workers in it by reporting all non-union work that you become aware of to your local's Business Agent
(Eric Falkner e.falkner@iatse748.com)
or to reportwork@iatse-intl.com.

Thank You,
E- Board
Local 748

PHOTO



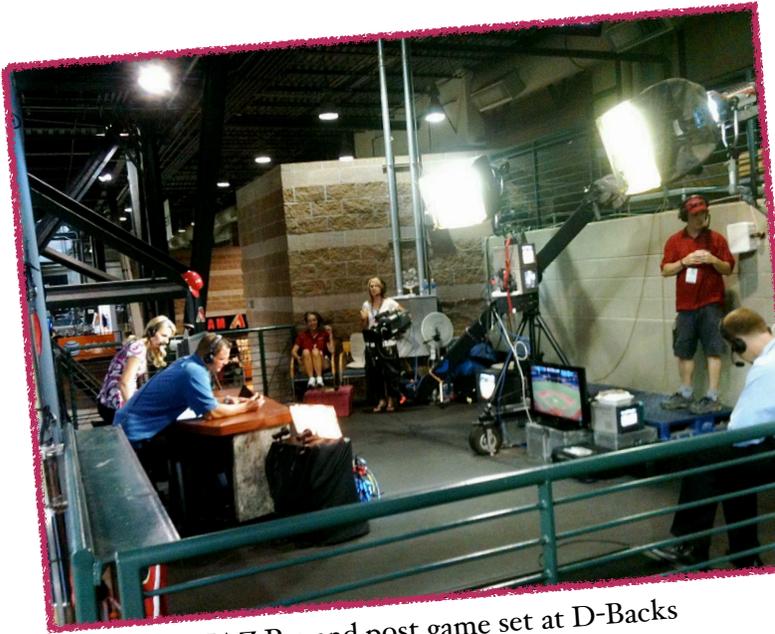
Mickey at USC



Tom being quite resourceful



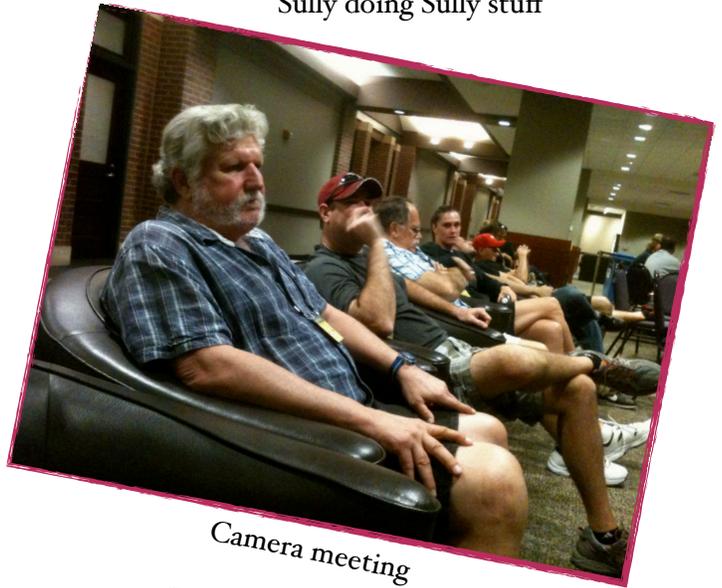
Holli, Ralph and Mike showing the kids how its done...



FSNAZ Pre and post game set at D-Backs



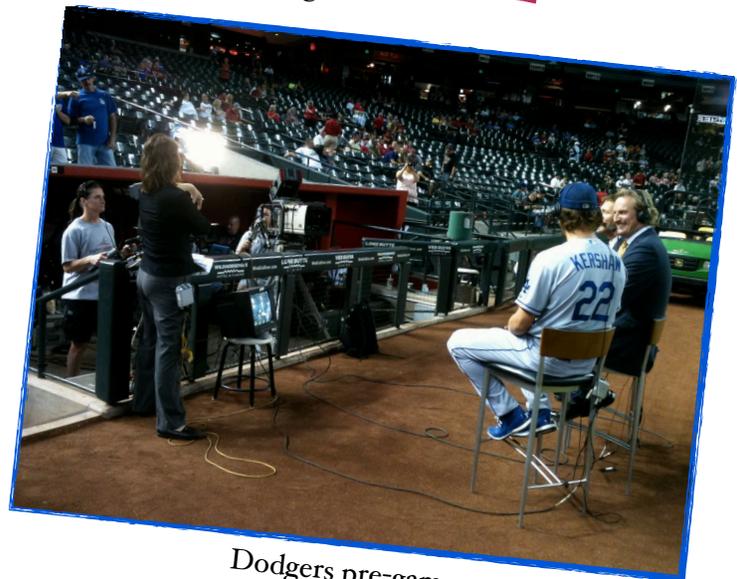
Sully doing Sully stuff



Camera meeting



Ryan and Rob pondering on the meaning of baseball



Dodgers pre-game

Announcements

Kris Kennel was awarded the RFP for the short video to be placed on our web site public landing page. Congrats Kris...

Marc Smith and Sarah Jane Bielke were married on 11/11/11. We wish them a long and happy life together.

If you have any news or announcements please email them to Korina at 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

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

Flicker Photo Web Site: <http://www.flickr.com/photos/iatse748/>

Twitter: twitter.com/iatse748

Phoenix Suns: www.nba.com/suns

Phoenix Coyotes: www.coyotes.nhl.com

Arizona Diamondbacks: www.diamondbacks.mlb.com

Arizona Cardinals: www.azcardinals.com

ASU: www.thesundevils.cstv.com

U of A: www.arizonaathletics.com

Fox Sports Arizona: www.foxsportsarizona.com

Burke Brothers Production: www.burkebrothersproductions.com



IATSE 748 Executive Board

President - **John “Sully” James**

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Phone: 888-491-6280 x3

Vice President - **Kevin Flock**

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Phone: 888-491-6280 x3

Business Rep. - **Eric Falkner**

email: e.falkner@iatse748.com

Phone: 888-491-6280 x1

Secretary-Treasurer - **David Warner**

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Phone: 888-491-6280 x2

Sergeant-At-Arms - **Jeffery Hitz**

email: gr8esthitz@qwest.net

Tucson Representative - **Scott Garifo**

email: scottgarifo@mac.com

Trustees:

Doris Shanahan

Tom Kioski

Kevin Kellogg