



IATSE 748



President's Report March 2012

We are coming up on an exciting and busy time for Freelancers in the Arizona Sports Broadcasting business. Spring Training - March Madness - Suns - Coyotes. Our busiest time of the year is approaching - and on top of all that your local is making things happen.

We are currently in the process of early negotiations with FSAZ regarding their contract. This is a long process - but one we hope to have finished long before the current contract comes to a close. If you would like to learn more - please attend a local Union meeting (first Tuesday of every month at the Musicians Hall - Local 586, 1202 E. Oak Street. Phoenix AZ 85006 at 10:30 am). You must be a member to attend and let your voice be heard, so now is the time to join your local Union.

748 just finished a side letter with Burke Brothers Productions regarding new hours for the Game Time show they do for the Phoenix Suns when the Suns are on the road. Since the show now includes a post game segment - the hours for this special production have been extended to 6 hours from the previous 5. If you have any questions about this side letter - please contact any member of your E-board for the Local.

In other news - The Neutrality Agreement card check drive for Fox Cable networks is moving along very well. We have 1 more month to collect cards to add work done for Fox Cable Networks (FCN) which includes FX, Speed Channel, Fuel Channel, Desportes, Fox International and Fox Soccer Channel when they do the occasional show in our State. We have a list of freelancers who have already signed cards - and we will do our best not to bother you again - but if you have not signed a card - please contact your a E-board member (or go to our web site to download a card to sign and mail in) and we will make sure you get a card to sign. More work covered by contract - more money directly paid into our benefits. Also, if you travel for any of these networks please let your e-board know because while these positions will also be covered under this agreement we must prove majority status for them separately.

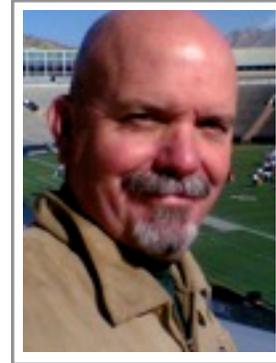
Lastly - I like to introduce someone who is a special resource to our Local. Joel Youngerman is a member of our Local and an International Representative to IATSE. You may have seen Joel

occasionally at the job site taking care of Union business but that is a very occasional occurrence as he is on the road for the International almost constantly. We are very lucky to have a member who also serves at the International level - so when you see Joel ask him where he's been and what he's working on. He'll be glad you asked.

Kevin Flock has a very important article about what to do if your asked to work a non-union job and Eric Falkner will explain the importance of the federal law affecting the 40 hour work week. That's a law that has a long history and is an

important protection to non-management workers.

In the mean time - be safe out there during "March Madness."



Vice President Report

What should you do when asked to work a non-union show?

Spring Training is here, and many shows are coming into town. Some of those jobs are not going through one of our local crews. If you are asked, and are available for the date, please take the work.

The Union will never ask an individual to turn down a paycheck. We do ask, however, that you refer them to one of the Crews in the area. It is then up to your client whether or not to pursue that road. It does not hurt to let your local know about the job and the Client as well. Since you were contacted by the Client first, you will not be replaced if the show does eventually get assigned to one of the local crewing companies.

As for your clients that do not have a Collective Bargaining Agreement, (also known as a contract) with IATSE, remember that they are not making contributions to your Health and Welfare,

Pension, or Annuity funds. Your rates, travel, and working conditions would be between you and your Client. If you think a show should be under contract, IATSE can step in and try to come to an agreement with the Client, thus guaranteeing your rates, hours and working conditions. Remember, we work for you.



Business Agent

40 Hour Work Week

There has been a lot of discussion over the last few years about the 40 hour work week. Recently there has been a misconception that the union caused the 40 work week and we are not doing anything to fight it. The reality is the 40 hour rule is federal law and has nothing to do with the union or the employers:

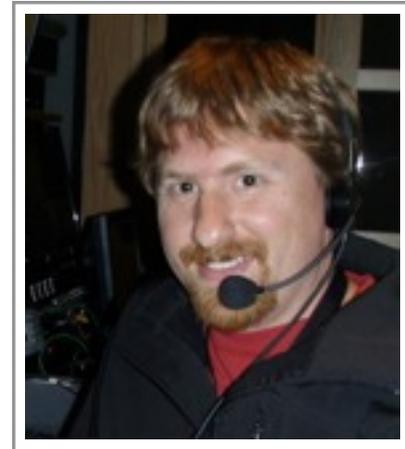
<http://www.dol.gov/dol/topic/workhours/overtime.htm>

The law even states that if there is an agreement or law in place for different overtime rules, the higher standard must apply so (in the case of AZ) the Federal law applies. This has mainly affected people working for FSAZ and Fox Network. Now that all the Fox Sports Regional networks and Fox national are under the same umbrella for payroll, the 40 hour rule applies across all their properties. Regardless of whether you work under the IBEW or IATSE contracts, 40 hours are 40 hours and there are no real ways for the union to alleviate this provision.

How does it work? It's actually a pretty complicated process. The federal law only requires actual hours worked to count toward the 40 (even though we are guaranteed a 10 hour day). This basically means if you work from 1:00pm to 10:00pm you worked 8 hours toward your 40 (lunch breaks, while paid, do not count

toward the 40 hour total). Once you have eclipsed this 40 hour threshold, all hours must be paid at time and a half.

The reality for Fox Network is they will hire whoever they want and don't often worry about paying the extra (due to overtime). This affects regional shows much more (like FSAZ). Myself, I choose to go on the road and do racing because I can accrue more hours out of town working for Speed than the limited hours I get here. The reality of the situation is employers have to look at their bottom lines and make the decision between having the people they want and having to pay overtime. Unfortunately, until the economy gets humming again I fear the local employers will stick to the 40 hour limitation.



Treasurer's Report



Congratulations...

To Jeff Hitz, for the winning design of the local's lapel pin.
You can still secure your limited edition pin. Contact me for details.

Thank you to those members who took advantage of the reduced dues by paying the year in full. The second quarter is fast approaching, so look for dues statements the first of April. And please, always remember to help us keep your contact information current by letting Eric or myself know of any changes.

David Warner
Sec./Tres.



SPECIAL REPORT

FSNAZ is pleased to announce that Brian Hogan will be the new SVP/General Manager at Fox Sports Arizona. He succeeds Mike Connelly, who has joined us at corporate as SVP/Executive Producer for the RSN businesses.

Brian, as the General Sales Manager at Fox Sports South/SportSouth, has built an enviable record of accomplishment. Under Jeff Genthner's leadership, Brian and his team have consistently set high goals and consistently exceeded those goals. Brian has set a real standard for managing a high-performance team, for welcoming new challenges and for establishing a track record of reliability, integrity and success.

Brian is beginning his 15th year with Fox Sports, where he began his career as Sales Manager for HTS in Atlanta. Prior to Fox, Brian worked for Turner Broadcasting, a succession of radio stations and the Utah Jazz.

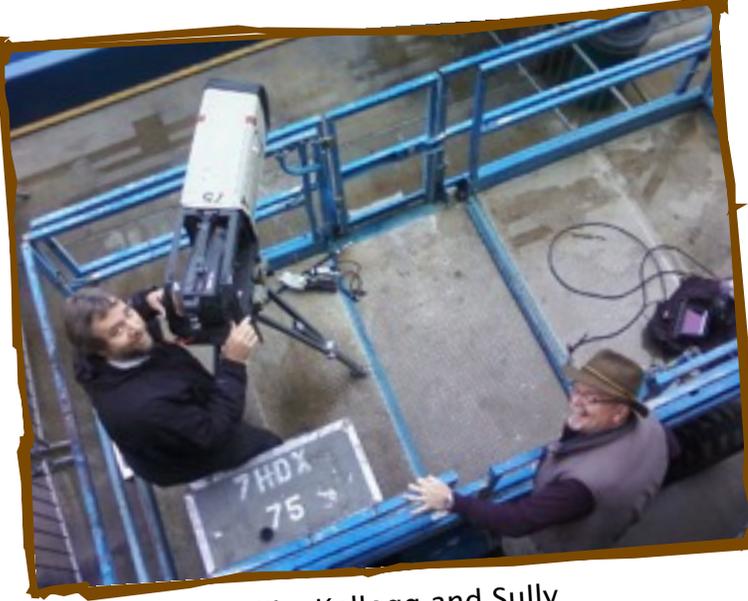
We know Brian will be a true addition to our great business in Arizona. Please join us in congratulating him on this promotion and in welcoming him to Arizona.

*****VERY IMPORTANT******: As a result of the recent open discussion with FSNAZ, MTG and IATSE 748 freelancers, Phill Garvin, the President of Mountain Mobile TV Group, wants **US** to call him directly if something stays broken for more than 2 days once we have informed the engineers of the problem. His direct cell: 303-549-8585

There were many other issues discussed. The summary of the meeting will be in the next newsletter.



PHOTO ALBUM



Mike Kellogg and Sully



Neil playing video



PHX Open CBS Golf Control Room



PHX Open CBS Golf Video Room

DIRECTOR



What my friends think I do



What my mom thinks I do



What society thinks I do



What actors think I do



What I think I do



What I really do

PRODUCER



What my friends think I do



What my mom thinks I do



What society thinks I do



What directors think I do



What I think I do



What I really do

Announcements

Jason Lewis, former staff producer for FSAZ, has recently taken a job for the new Fox Sports San Diego, becoming a freelance producer. The Padres have 5 Spring Training games in which Jason will be working locally so this gives you time to say your goodbyes. Jason will be traveling with the Padres so he will be coming back to the Valley of the Sun, just for visits now. We'd like to wish Jason and his family all the best with their new venture.

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



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