



SPOTLIGHT

Theatrical Protective
Union Local No. One
IATSE, AFL-CIO, CLC
Organized 1886

SPRING 2008

ORGANIZING NEW SPACES: MTC/NY CITY CENTER STAGE I AND II



Manhattan Theatre Club's New York City Center crew. Top row (Left to Right): Matt Gross, Marc Schmittroth, Chuck Dorman; Middle Row, Jake White, Dennis Rhodes, Rebecca O'Neill, Stephanie Madonna, Brian Carfi, Ben Warner, Tim Knapp; Bottom Row: Andrew Blais, Elisa Malona, Scott Laule, Peter Grimes, Julie Sandy; Not pictured: Adam Lang, Brandon Wolcott

*It is neither wealth
nor splendor;
but tranquility
and occupation
which give you
happiness.*

-Thomas Jefferson

Organizing is fundamental to a labor organization's existence. The Employer seeks to minimize production costs while always trying to maximize profit. Only by organizing workers will a fair share of the profits be distributed more equitably to those who are a part of creating the product.

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FROM THE OFFICE OF THE PRESIDENT

Dear Brothers and Sisters,

As the Local moves out of a very slow January, February and March into a very encouraging workload for April and May, the Union makes note of the historical and widely anticipated April 20th appearance by The Pope at Yankee Stadium, Ground Zero, as well as other locations. Local One will be instrumental in the presentations by His Holy Eminence, supplying Stagehands in the hundreds on any given day. The Yankee Stadium event is a very large and intricate project with our inclusion every step of the way and is no small measure due to Local One Brother and Hudson Scenic Studio owner Neil Mazzella. Brother Mazzella should be congratulated and given our deepest gratitude for his continued commitment to providing a great product, as well as loyalty to his Local One membership oath. As for May, the Television Networks' yearly Upfront Presentations throughout our jurisdiction will provide a very profitable month, as it always has in the past.

As for our Brother and Sister Members in Television who directly suffered due to the Writers Guild of America strike, the entire membership should be congratulated for the wisdom of creating our Defense Fund and the appropriate allocation of nearly \$165,000 to members affected by the labor dispute. It is more proof that Local One is more sophisticated than ever and understands the Defense Fund serves all members in need whenever appropriate and possible.

The dues collected and our general fund are the responsibility of the Union Trustees (Diaz, Ngai and Dashman), as well as the Treasurer's Office (Treasurer McDonough and Financial Secretary Anthony Manno). Along with Brothers Rob Gort, George Dummitt and Bill Nimmo, they make up the first Budget Committee in the local's history. This sophisticated committee takes their task seriously with deep commitment and is scheduled to appear before the Executive Board on March 28th with their recommendations. As for appropriate and accountable, our members should be aware that more than 50% of the Union dues that are currently collected are accountable as services and benefits provided and returned to the members such as Dental, Life Insurance, Disability, Vision and a Burial Allowance to name a few. The local commends these committee members for their efforts as we pursue value and cost effectiveness on behalf of all.

The Business Agents and I at press time are jammed with nine open negotiations, something we have grown accustomed to over the years. All negotiations (NY State Theatre, New Amsterdam, 92nd Street Y, Helen Hayes, WPIX, Circle in the Square, Summerstage, Studio 54 and Roundabout's New Henry Miller Theatre) have committees appointed as well as dates for bargaining in March and April. Along with all our other responsibilities, these important negotiations are filling our calendars day and night.

I am pleased to report that as the Pension, Welfare and Annuity Fund Trustees (Treasurer McDonough, Secretary Score and I) were successful in achieving a second pension improvement effective January 1, 2008. All pensioners who did not benefit from the historical elimination of the \$9.75 credit and the increase to \$50.00 per credit will enjoy a 0.75% increase for each year that they have been retired. This is part of the progressive agenda to help those most in need in a step-by-step fashion. As an illustration, a member retired for 25 years will receive an immediate and permanent 18.75% increase in their current Pension payment. Those retirees with less retirement years shall receive a 3% increase for each 4 years of retirement. We have already forewarned the Management Trustees that we will pursue the next generation's improvement on the current \$50.00 credits in next year's discussions.

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TREASURER'S UPDATE

Another quarter has passed as has another Trustee Meeting. Phase two of the Pension Fund improvement was addressed and I am proud to say that it was approved at our meeting on March 12th, 2008. This improvement will provide our retirees with a 0.75% increase in their pension for each year they are retired. As many of you remember, the \$9.75 credits were increased to \$50 in the beginning of this year. Whichever scenario is greater is what each retiree will receive as their increase. Both scenarios are retroactive to January 1, 2008. The Fund Trustees (President Claffey and Secretary Score) and I have received numerous letters and phone calls from our pensioners, thanking us for our diligent work for not forgetting about them, which unfortunately is happening to many retirees outside of our business today. These increases would not have been possible were it not for the sacrifices and foresight of you, the membership.

As many of you know, during negotiations many times the percentage increases are negotiated as a package. The committee, Business Agents and President then decide how the employer contributions are to be allocated among the Funds. Over the last 35+ contracts, pension, and welfare have benefited from these distributions like never before in our long history.

It is with sincere thanks that, as a trustee, you have made the quest for pension increases and welfare stability a reality. Simply put, you have provided us with the power to pursue these increases.

Taking care of those who have built this union to where it is today is a priority shared not only by the trustees, but by you, the membership as well.

That being said, I would like to invite any member who is considering retirement to please feel free to call or make an appointment with me to go over the steps with which you need to take in order to prepare for your retirement.

There are many questions like "What is Joint and Survivor?" and "What are my credits worth?" Any questions you have, please do not hesitate to call. We are here to help you.

Basically, the message I am trying to convey is, that after many grueling years at work as a Local One Stagehand, retirement should be a happy, well deserved and respected transition in you life. Enjoy your families which many of you have seen all too infrequently over the years. Get to know the grandchildren, be part of their lives, travel, and maybe pick up what golf game you have neglected for years.

You deserve It!!

Fraternally,

**Robert "Toby" McDonough
Treasurer**

FROM THE DESK OF THE RECORDING-CORRESPONDING SECRETARY

Dear Brothers and Sisters,

The power of the membership was on full display at the March Monthly Meeting. The business of the meeting included final action on five resolutions to amend the Constitution and By-Laws of Local One and the first vote on a resolution which requires two consecutive membership votes. By-Law Chapter II, E. Eligibility, Section 5a did receive a favorable vote by the membership at the March Monthly Meeting and will be presented once again at the April Monthly Meeting for its final action.

The first resolution concerned the Local One Apprentice Program which came to the membership with a unanimous Executive Board recommendation and was voted upon favorably. The membership approval means we now have the ability to make changes to the program itself without undue delay.

The resolution in regards to By-Law Article VI, Sections 7 & 8 was to update language as we no longer conduct semi-annual audits. The membership saw clearly the need for the change and approved the resolution. The membership also unanimously approved the resolution which increased expense money for the Business Managers and the President. A spirited debate occurred after the reading of the resolution to Chapter VI, Election Laws, D. Nominations, Section 3a after which the membership unanimously voted in favor of the resolution.

Perhaps the most spirited debate took place when the last resolution was read. It dealt with the members receiving "meeting credit" for attending a Special Meeting and although the resolution came to the floor with a favorable recommendation from the Executive Board, the members in attendance voted it down. It was very interesting to hear the different opinions and positions expressed by officers and rank and file alike and, in my view, showed us at our best. The dialogue was frank, honest and, above all else, done with a sense of mutual respect which was clearly evident throughout the proceedings.

As we always say when interviewing Organizational List candidates at their required appearance before the Executive Board, the Constitution and By-Laws of Local One is what we as Local One Members "live and die by." We will soon celebrate our 125th Anniversary as the oldest entertainment Union in the country. Our forefathers created a document that has served us well during our long and illustrious history. Our Constitution gives us the benefit of order and direction leading the membership into the future and allows us all the privilege to work with it as a living, breathing, ever-evolving document. I carry my dog-eared and scribbled upon copy with a sense of security and pride. I hope you do, too.

Sincerely and Fraternaly,

Robert C. Score
Recording-Corresponding Secretary



To organize is to assert the legal right of workers to have union representation, something an individual employee is unable to do. The Union representation brings in professionals trained in bargaining and cognizant of what a professional wage and benefit package consists of and the safety conditions that should surround workers. With strong organizing efforts, it lets Employers know that other employers are not allowed a competitive advantage with an unequal playing field. Their costs of doing business, all things considered, would be the same.

A labor organization should not rest on past successes and rely on established agreements. Recognizing new venues or not fearing but embracing emergent technologies are opportunities for worker growth and a sign of smart union leadership. A union must either grow or it will die.

Founded in 1970, Manhattan Theatre Club is a production company that started Off Broadway with the idea of bringing innovative and significantly new American plays and musicals to the stage. MTC moved to the City Center space in 1984 where Stage I has a seating capacity of 299 while the adjacent Stage II has 150. By thankfully renovating the Biltmore theatre after many years of neglect, MTC returned a legitimate theatre to a Tony® eligible venue. Although the Local One/Biltmore agreement is not identical to the major Broadway contracts, the organizing effort was successful in establishing industry standards with MTC.

The City Center I & II campaign began when a staff member remembered Local One Organizer Dan Gilloon from a previous organizing effort at another

venue. Gilloon has been involved in past efforts such as Aaron Davis Hall, JP Morgan Chase and The Equitable. Intense discussions ensued amongst the staff and Dan. Legal protocols under the National Labor Relations Act were all followed. The core staff members, after much trepidation and perceived risk, signed IA Authorization Cards seeking Local One representation in employment. Shortly thereafter an election was held through the American Arbitration Association by mutual agreement between the union and MTC. Local One representation was successfully balloted upon. With the Biltmore agreement in place for the past four years, it was not an alien concept for MTC management to agree to an appropriate collective bargaining agreement for the City Center facility.

“We are much happier now coming to work. To simply have in black and white the written work rules covering meal periods and calls is a godsend” says Dennis Rhodes, the 10 year veteran Production Stage Carpenter at City Center. “There is peace of mind knowing there are good benefits for my family now.”

Local One is a fundamental part of any Broadway production along with other unionized talent. It is inevitable that our talent pool and working conditions become involved in most professional New York theatrical presentations. Local One strives to maintain itself as the premier stagecraft industry leader, to set wages and working conditions as nationwide standards.

The local continues to monitor the greater NY area in the pursuit of protecting the jurisdiction of our membership. Make every effort to reach out to non-union stagehands to help them see the benefit of being employees under a Local One contract.

AUTHORIZATION FOR REPRESENTATION
 INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING
 PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES,
 ITS TERRITORIES AND CANADA, AFL-CIO-CLC
 Designation of Collective Bargaining Representative and Application for Membership

I, _____ (print employee's name) _____ (signature)
 of _____ (print street address, city, zip)
 _____ (profession) _____ (employer #, if any)

hereby authorize International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO-CLC, Local No. _____ to represent me for the purpose of collective bargaining with my employer, _____ and to negotiate and conclude all agreements respecting wages, hours and other terms and conditions of employment. I understand that this card can be used by the Union to obtain recognition from my employer without an election, and I hereby also apply for membership in the above named Union.

Date: _____ (month, day, year) SS# _____ (social security number of employee)
 Signed: _____ (signature of employee)
 Rec'd by: _____ NOTE: READ BEFORE SIGNING

THEATRICAL
PROTECTIVE UNION
LOCAL No. ONE,
IATSE, AFL-CIO, CLC



SPOTLITE

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**ALL QUESTIONS, COMMENTS
AND SUBMISSIONS GREATLY
APPRECIATED**

Upcoming Monthly Membership
Meeting dates are:

April 27

May 18, June 22, September 28

**COME TO YOUR
UNION MEETINGS!
IT'S INFORMATIVE AND
PART OF YOUR DUTY AS
A MEMBER.**

Organized in 1886, Local Number One has served the entertainment community in theatre, television, and other entertainment venues proudly and professionally. With over three thousand members covering an expanding jurisdiction throughout the greater New York metropolitan area, our experience and knowledge covers the range of expertise required for any application. From fabrication to installation to safe operation, we can do it.

OFFICERS

PRESIDENT JAMES J. CLAFFEY, JR.; VICE PRESIDENT WILLIE WALTERS; TREASURER ROBERT (TOBY) McDONOUGH; RECORDING-CORRESPONDING SECRETARY ROBERT C. SCORE; CHAIRMAN, BOARD OF TRUSTEES JOHN M. DIAZ, SR.; THEATRICAL BUSINESS MANAGERS MICHAEL WEKSELBLATT AND KEVIN MCGARTY; TELEVISION BUSINESS MANAGERS ROBERT NIMMO AND EDWARD McMAHON, III; TRUSTEES WILLIAM NGAI AND DANIEL DASHMAN; REPLACEMENT ROOM OFFICER DANIEL THORN; ADMINISTRATIVE SECRETARY EDMOND SUPPLE, SR.; AND FINANCIAL SECRETARY ANTHONY MANNO

COMMITTEE UPDATES

BUDGET: 2007 analysis completed, expense ratios show surprising results in the Local's favor

CONSTITUTION: By-Laws Chapter II compliance to current law; thorough reworking of Union Benefits Summary Plan Description

PAC: Appearance by City Councilman Robert Jackson; support for critical State Senate political races and Albany's balance of power

REALTY: Completion of first floor as Replacement Room; third floor renovations begun in Secretary's area; elevator cab refurbishment

SAFETY: Following up Personnel Lift operational procedures; new 2007 ANSI Fall Arrest Regulations purchased

TECHNOLOGY: Organizing Advanced Rigging Class for further professional development; developing Vari-Lite classes for local area

ONGOING NEGOTIATIONS: 92nd St. Y, CIRCLE IN THE SQUARE, DISNEY, HELEN HAYES, NEW YORK STATE THEATRE, ROUND-ABOUT, WPIX

**STOP
SMOKING**

Dear All,

Well, it's been 90 days since my beloved husband Frank has been gone, and to some of us, it still seems like it was yesterday. Matt is walking 44th Street alone to go to work. For 13 years he drove with his Dad into the city from Rockland, to their garage, and then walked the 2 blocks together to The Minskoff. Some of those years his brother Mike walked with them as well. They would bump into Mike Lynch in the garage and walk together. Sometimes he'd even walk with Harvey Fierstein during the run of Fiddler. Heidi Brown would be walking down 44th Street hoping to say hi to her friend and mentor on her way to work. Terry Taylor and Tommy Phillips, how many years did they travel together for the Miss Universe Pageants.....too many to count. Frank would be in the Union Hall, in Toby's office, having a heated discussion about, what else.....the Yankees verses the Red Sox. This was his neighborhood, his family, and rightfully so.

I have never seen such an outpouring of love and respect like I saw at my husband's wake and funeral and am still seeing to this day. Local One has gone above and beyond to help me any way they can. They have taken me under their very large wings and have made me a part of their family. Toby McDonough has been such a comfort to me, helping me through the maize of paperwork that has had to be completed. I have recently learned that a permanent plaque has been put on display in the Union Hall in Frank's memory. What a wonderful honor to a man that exemplified all a stagehand should be. Please accept my profound thank you for making an impossibly difficult time a little less difficult.

With much love and respect,
Bonnie Lavaia

LOCAL ONE SOLIDARITY DAY

A SALUTE TO OTHER LOCALS THAT SUPPORTED US DURING THE STRIKE



Clockwise, above: Treasurers & Ticket Sellers Local 751 Leadership just happy to be in support of Local One.

Bottom: Quite a crowd of brothers and sisters attended the salute between shows.

Lower Left: City Council Member Gail Brewer (D, District 6), friend of Local One and the Broadway community.

Left: Manhattan Boro President Scott Stringer stopping by expressing his solidarity with labor.

Upper Left: President Claffey making acknowledgements in the crowd and giving thanks to the Broadway community.

All photographs by Brother Mike Terpstra.





Clockwise, above: The Local One momento distributed to all at the end of the festivities.

Top Right: Actors' Equity President Mark Zimmerman and Executive Director John Connolly stating how important solidarity is for all of us.

Right: Retired Brother Jerry Urcivoli, ace van driver thanking the leadership for its recognition.



Bottom Right: AFM Local 802 Musicians President Mary Landolfi expressing thanks for the plaque.

Bottom: Ushers Local 306 President Mike Goucher and Theatre Business Manager Mim Pollock with thanks.



As announced at our last two regularly monthly meetings, the Executive Board is exploring the benefit of merging with I.A.T.S.E. Local No. 4, which holds stagecraft jurisdiction in Brooklyn and Queens. Our Fund Trustees (McDonough, Score and I) met with the top officers of Local 4 to discuss the feasibility of a Pension and Welfare Funds transition. It is my firm belief that this concept has to be explored but not necessarily executed. It is our obligation to evaluate if our Local can gain strength and influence with such a monumental merger. It would help protect our current agreements and thus help the membership. Local 4's leaders and membership must also make the same evaluation. We have invited the Local 4 Executive Board to meet the Local One Executive Board at our office tentatively on April 22nd. Please be assured that a measure of this magnitude requires a favorable vote from our members as well as Local 4's and final approval by the International President. This will take many months if not a year of effort to get to consider a merger vote.

Finally, in recognizing the rich history of the first and oldest Local (established April 26, 1886) in the I.A.T.S.E., we need to prepare for our 125th Anniversary Gala in 2011. A preliminary 125th Gala Committee met in early March. The next meeting is scheduled for May 2, 2008 at 10:30 a.m. at the Local One office. Any and all members who would like to attend should RSVP at Ext. 135 at the Local One office to join the necessary committee(s) to help present a worthy celebration to honor the past and present premiere Stagecraft Local in the world.

Respectfully and Fraternally,

James J. Claffey, Jr.
President, Local One, I.A.T.S.E.



The "Mary Poppins" crew at the New Amsterdam Theatre with Actors Fund President Brian Stokes Mitchell and BC/EFA Director Tom Viola after a recent fundraiser.



Presidential hopeful Senator Hillary Clinton (D-NY) and Local One President Claffey at the Beacon Theatre during her 60th Birthday celebration.

NYC Stagehands Political Action Committee members Ken Merkel, Wndy Davidson, Ed Santini, NY City Councilman Robert Jackson (D-District 7, Inwood), President Claffey, Treasurer Robert McDonough. Councilman Jackson discussed local political issues with the committee.



NY City Councilman Bill DeBlasio (D-District 39, Park Slope and Carrol Gardens) and President Jim Claffey. Councilman DeBlasio expressed his appreciation to Local One for their help at a November 2007 event.



**SENATOR BARACK OBAMA (D, IL) WITH THE CREW AT A RECENT
APOLLO THEATRE FUNDRAISING EVENT**



Standing (Left to Right): Elizabeth Bennet, Houston Bowen, Kevin Nesbitt, Edward Moses, Senator Obama, David Melendez, Joseph Gray, Jerome Isabell. Kneeling: Marvin Garner, Reuben Purnell

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