



SPOTLIGHT

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

SPRING 2009

THE ACTORS FUND, SERVING LOCAL ONE AND OUR COMMUNITY



Actors Fund Director of Development Ina Clark, President James Claffey, Deputy Executive Director Barbara Davis, President Brian Stokes Mitchell and Executive Director Joe Benincasa welcoming Jim to their Board.

***We are here because
we love this country
too much to let the
next four years look
like the last eight.***

— Barack Obama

This January, President Jim Claffey was unanimously elected as a Trustee to The Actors Fund in recognition of the strong and supportive bond between Local One and The Actors Fund. “Jim Claffey’s dedication to Local One members is matched by his concerns for all entertainment professionals,” said Actors Fund Executive Director Joe Benincasa, “His service on our Board will

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FROM THE OFFICE OF THE PRESIDENT

Dear Brothers and Sisters,

I write to you now at a time when our country struggles through a period of economic uncertainty. Local One's employment remains strong while some of our non-profit employers are hemorrhaging to a point where they don't know what to do to survive. I hope you will join me in wishing them all well. Their success certainly adds to our overall success.

I assure you that the state of our Local remains strong and further assure you that "your funds," "our funds" are safe and secure. I am obligated to advise you that our Fund Trustees remain committed to providing quality medical coverage as we carry on our fight to keep our out-of-pocket costs stagnant. That fight is becoming even more challenging as health care costs continue to rise at an alarming rate. Your Union will certainly do its best on your behalf as well as keep you advised.

I respectfully urge you to review all of this issue's information on The Actors Fund. The wonderful professionals of The Actors Fund are truly the unsung heroes of our industry. Because of confidentiality, you will never know of the hundreds of Local One members who have received care and support in so many ways from this phenomenal organization.

I believe that you will allow my family and me to share, with great sadness, our grief over the recent passing of my brother Michael. This marks the rare occasion of my including personal thoughts below tied into the way our great Local conducts itself both personally and professionally.

Our members spend so much time with each other and that over time, both brother and sister members transform from co-workers into a brotherhood of friends and family that forge Local One. Our members' willingness and desire to provide comfort to one another when comfort and support is needed most is something unexplainable to people outside of the very few that are afforded the honor of calling themselves members of Local One of the I.A.T.S.E.

In closing, I have recently witnessed the great strength of our members and their ability to carry themselves with confidence and, most times, carry on with a smile and demonstrate a winning spirit despite personal pressures. While others are susceptible to dividing in crisis, our relationships drive us to unite as the unrivaled premiere stagecraft Local in the world and I am grateful to be a part of it.

You have my continued thanks for the privilege of serving you.

Respectfully and Fraternally,

Jim Claffey
President,
Local One, I.A.T.S.E.



FROM THE DESK OF THE RECORDING-CORRESPONDING SECRETARY

In August of 2001, my mother passed away. I had lost my father the previous summer. Less than three weeks after her funeral, terrorists attacked the United States, inflicting enormous death and destruction, forever changing our world.

Throughout that period, I was working the rigorous schedule at what was then called The New York State Theatre at Lincoln Center and serving on the Local One Executive Board as a first term Trustee. I watched over and over on television the tape of the second plane crashing into the World Trade Center. I kept saying to myself that it could not be real. That it could not have happened. I live below 14th Street with my wife and two children. We were within what became a demilitarized zone – no taxis, no buses, no traffic except for official vehicles and construction equipment. The neighborhood became inundated with photographs of the thousands of missing innocents. A strange foreign odor permeated the air. My everyday existence became surreal. I began to feel as if I had moved to The Twilight Zone, questioning what was real and what was not.

A candlelight vigil in Washington Square Park brought all my emotions to the surface and I did not know what was happening to me. I desperately tried to hold it together for the sake of my family, but after we returned home and the kids were asleep, I lost it. My wife supported and comforted me as best she could but the strain and stress I was experiencing was too much to deal with. She lovingly suggested that I seek professional help to deal with the pain and confusion I was feeling.

Thus began my experience with The Actors Fund. I called their office the next day and set up an appointment with a counselor in the social services department. The one-on-one meetings focusing on my grief at the recent loss of my parents and the devastation of the 9/11 attacks slowly but surely gave me a sense of relief and understanding. Learning to accept and confront my emotions surrounding those profound events enabled me to appreciate what I had lost and what my life was still blessed with.

The Actors Fund and all that this fantastic organization has to offer to all Local One members and their families is truly a blessing that should be recognized and utilized when needed. The work done by their counselors is professional and confidential. They offer family services, financial counseling, and help with housing issues, substance abuse problems and work training programs. The Actors Fund is the only organization upon which you, the membership, have unanimously voted to bestow Local One's highest honor: a Local One Honorary Gold Membership Card was presented to Actors Fund President Brian Stokes Mitchell and Executive Director Joe Benincasa on the occasion of their 125th Anniversary. I am extremely proud of the relationship between Local One and The Actors Fund that has been nurtured and developed over the past few years. The recent election of President James J. Claffey, Jr. to the Executive Board of The Actors Fund is a very important and historical step in our relationship.

I urge you to please consider joining The Actors Fund and supporting them as much as you possibly can. As your Secretary I have called upon their services countless times on behalf of our members who had the strength to recognize their need for some help and support. The Actors Fund has never said no to a Local One member or a family member in need. They are truly the social service organization that is there for everyone in the entertainment industry. I will be forever grateful for what The Actors Fund did for me when I was hurting. I know that my mom and dad are, too.

Sincerely and Fraternaly,
Robert C. Score
Recording-Corresponding Secretary

TREASURER'S UPDATE

Dear Brothers and Sisters,

As spring approaches, the current Broadway season is in full bloom. Although there are several reports which note many show closings, most theatres have now loaded in new productions. As always, we will be monitoring contributions as the year progresses. That being said, we continue to be in the black through the month of March. This will continue the streak to fourteen consecutive months and thirty six out of the last thirty eight.

The credit card program is in full swing and running without a hitch. Many of you have chosen to utilize this new payment method, with the results being a win win for all.

The 66th IA Convention is to be held this July in Orlando, Florida attended by our thirty member delegation. We are continuing our preparations for the 125th Anniversary which will take place in 2011.

I would like to thank Fund Administrator Scott Cool for his work on the Fund Newsletter as well as compiling a list of walk-in and urgent care medical facilities for the participants. In most cases, these facilities move you in and out in a timely fashion. This can also prevent spending endless hours in an emergency room waiting to be seen.

I do not want to be repetitive in regards to the Pension and Welfare Funds status, but we are holding our own. The Pension Fund has done better than many other plans. The current market conditions have undoubtedly affected us like everyone else, but through March, we have continued to weather the storm and are in what our actuaries call the "Green" zone (yellow being not so good and red being bad). Our actuarial funded percentage is at 102%. Once again, we continue to monitor the investments and make necessary changes as we go. There will be no major structural changes to the Welfare Fund when we renew by July 1st, 2009.

Finally, the Local One PAC Golf Outing will be held on Monday, August 24th, 2009, so SAVE THE DATE!!!!

I wish you all a happy spring. As always, I am at your service.

Fraternally,

Robert McDonough
Treasurer

ACTORS FUND, from page 1

bring new strengths to our work and help us move forward in providing services to our community that are needed even more during a difficult time.”

The Actors Fund, founded in 1882, provides services and programs for ALL professionals in the performing arts and entertainment industry. The Fund assists over 10,000 people a year across the country with almost two-dozen programs such as supportive housing (The Lillian Booth Actors Home in Englewood, NJ; The Palm View in West Hollywood, CA; The Aurora in Manhattan and The Schermerhorn House in Brooklyn, NY), health services (The Al Hirschfeld Free Health Clinic, The Health Insurance Resource Center, e.g.), and social services (AIDS Initiative, The Phyllis Newman Women’s Health Initiative, Mental Health Services, Chemical Dependency Services, Senior and Disabled Care Program, to name a few). The Actors Fund provides assistance without regard to guild union or Actor Fund membership.

We are highlighting the Actors Fund’s services because sometimes the stress and strain of modern working life can apply pressures that not all of us are

able to cope with and we need more help than our families and our friends can provide. Whatever time of day or type of help, the Actors Fund has answered our Local’s call. Their professional help has been a lifesaver for many of our members throughout the years. (See Robert Score’s letter on Page 3 for an example.)

Whether magnified because of our prominence within the industry or because of our location, Secretary Bob Score has been able to help those in need with complete discretion by steering them to the Actors Fund.

For a full description of the IATSE Local One Members Assistance Program, go on line to www.actorsfund.org, use the pull-down menu under SERVICES and PROGRAMS until you see Partner Programs Administered by The Actors Fund, move on over until you find IATSE Local One Members Assistance Program, and click.

Please take some time to learn more about the Actors Fund on line and consider becoming a member. Their unstinting help deserves your support.



Photo by Jay Brady

Last year’s Actors Fund team #23 participating in the May Revlon Run Walk in support of the Phyllis Newman Women’s Health Initiative helping women negotiate the steps that follow a serious medical diagnosis. Where’s Bob?

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



SPOTLITE

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Visit: www.iatselocalone.org

Past editions available Online

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

Upcoming Monthly Membership
Meeting dates are:

April 26, 2009

May 17, June 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

**The Actors Fund,
for everyone
in entertainment.**

**Helping the members
of Local One, IATSE**

- » Local One, IATSE Members Assistance Program
- » Social Services and Emergency Assistance
- » Health Services and Insurance Resources
- » Employment & Training
- » Housing

Call 212.221.7300

COMPREHENSIVE CONFIDENTIAL

CAPTAIN JUSTIN DZAKONSKI (JASPER'S SON)
JUST ARRIVED HOME FROM HIS SECOND TOUR IN
IRAQ AS A MEMBER OF THE 3RD ARMoured
CALVARY DIVISION, US ARMY

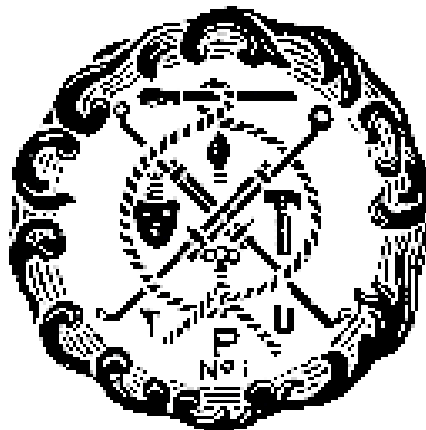
LOCAL ONE ARCHIVE PROJECT

The Theatrical Protective Union, Local No. One, the oldest theatrical craft union in the United States, proudly announces the creation of its Archive Project. President Claffey has appointed Brothers William Ngai and Mike Terpstra as Co-Chairs to the Local One Archive Committee. The Committee will begin gathering materials about Local One's history for the upcoming 125th Anniversary Gala in 2011. These materials, in addition to being used for the Gala, will become part of the newly formed Local One Archive.

The Archive Committee is committed to a respectful presentation of Local One's history. They welcome any photographs, print materials, film, video, and audio recordings, as well as any stagecraft tools to capture the history of Local One. Especially desirable are photographs old or new featuring stagehands 'on the job'. Got any great pictures of the rigging in old hemp houses? How about some pictures of Local One men running piano boards or shots of stagehands running shows? If you do, the committee would like to see them. They promise to scan/duplicate/convert your materials for use by the Archive and return them to you (along with copies) unscathed. All work will be done with a high level of quality and professionalism.

If you already have materials that you would like to submit, you can email them directly to archiveproject@iatse-local1.org. Please make sure to provide as much information about the photo or other material as best you can. If you prefer, you can drop off your materials at the Local One's office to Secretary Bob Score or bring your Archive materials to our monthly Local One meeting where they will be copied and returned to you at the end of the meeting. Have your heirlooms available for Local One charitable use.

We have a limited amount of time before our 125th Anniversary Gala! Please check through your attic, garage, photo albums, and treasure boxes – let's show our pride in Local One and share our history.



A STAGEHAND GOES TO WEST POINT

By Robert Hancox

My name is Bobby Hancox and I am currently the head Electrician at CBS-TV Studio 45 and have been at CBS for the past 30 years. Many things have happened in my lifetime that bordered on the strange and impossible but none as surreal as what happened just a couple of weeks ago. I received a sincere thank you letter from Father Gabe Costa, a friend and classmate from growing up in Hoboken, NJ. We graduated high school together back in 1966. Father Costa has a Ph.D. and teaches Mathematical Sciences at West Point. His letter went on to bless me and thank me for serving my Country and to invite me up to West Point to address his Cadets. I was overwhelmed and rushed to answer that I would accept the invitation.

I thought, imagine me, a New York City stagehand, just a humble high school graduate, speaking to men and women far smarter than I would ever be, who are not only serving this Country, but will lead us in the future. What would I speak about, I thought? I wrote back to Father Gabe, somewhat worried and perplexed about what they could possibly learn from me. He answered my e-mail right away and told me to simply be myself by telling them about my experiences as a young man in the 50's and 60's growing up in Hoboken, and also what I did to prepare myself when I entered the Armed Forces.

The special moment in my life arrived. Father Costa arranged for me to address two Cadet Classes. I prepared to speak about all the things we discussed, including my experiences as a combat Marine in Vietnam. He also wanted me to speak about how awful the Veterans were treated upon their return from that war. I told him that I really couldn't as I was never mistreated and was always honored for my service. I asked him if I could bring along my best friend, Pete Fontana, a man who did indeed experience those things. He agreed, and on that day, Pete and I were at the leading military academy in the world, West Point!

On the way in, Father Costa introduced us to many, many Majors and Colonels, all of them greeting us with awe and respect, always saying "Thank you so much for your service, Sir".

As a stagehand, I have had my experiences on stage but never was I as nervous as that day! Father Gabe introduced me and up I went to deliver the speech that I had so meticulously prepared. I somehow found the courage to speak that day about everything Father Gabe and I talked about—life in the 60's, preparing to enter the Marines, my combat experiences, and my return from Vietnam. Pete talked about his experiences when he returned home. After our speeches, we had a question and answer period. I was overwhelmed again by the respect and honor that these young men and women displayed that day!

I told those Cadets that someday peace would reign all over this world and hopefully that day will be upon us soon. I went on to say that we all need to stand by our Country and do the best we can to lead those who will secure those hopes. I said that their task here at this Great Academy, as they all knew, is to lead us into a peaceful existence, by protecting what has been gained in the past by men that lost their lives for what we all take for granted today. American military in Afghanistan and Iraq are still displaying acts of bravery on the battlefield today.

I kept thinking about what else I could possibly give them to somehow be beneficial in their military lives. I thought about what they obviously already knew, that it is the duty of everyone in this Country to do all they could to keep the message of Freedom alive. Indeed, it is alive and well at West Point! I came to realize that all I needed to do was simply let these Cadets know how passionate I am about this very subject! My love for this Country flows deep in my veins, as I'm sure it does in all of theirs. Their parents, and their parent's parents and many generations before them have all felt as I do. The wars that have been fought in order to secure Freedom are a testimony to that fact.

Needless to say, it was a surreal experience for a high school graduate and fourth generation stagehand to be speaking at West Point, our Nation's leading Military Academy. It is one that I wish my Father could have witnessed, but sadly, he's not around anymore. I'm sure he was there that day in spirit, but I would have given anything to see the smile on his face.

IATSE QUARTERLY EXECUTIVE BOARD MEETING REPORT

By Organizer Dan Gilloon

The General Executive Board of the IATSE met in Albuquerque, NM from January 25 thru January 31, 2009 and a Local One delegation was in attendance to make a report on past organizing efforts. The delegation consisted of President James J. Claffey, Jr., Business Agents Robert Nimmo and Kevin McGarty, Brother James J. Claffey, Sr. (who attended at his own expense) and me. The Local reported on contracts signed in newly organized venues, ongoing negotiations, the organizing efforts of the Local over the last ten years and the new organizing section of Local One's website.

In listening to all the reports of the different departments within the International and reports from individual Locals, IA President Matthew Loeb kept returning to the theme of the responsibility for aggressive organizing in every Local and by every officer and member of the Union. He cited the loss of every standing contract in the Albuquerque Stage Local to a labor contractor ("flesh peddler") that formerly was a Local officer there. He also cited the rapid expansion of Film Local 423 in New Mexico and its success in the political arena. Local 423's officers were very active with the tax credits bill that has helped promote the growth of the state's film industry. He cited this as an example for all Locals to have firm control of local labor markets and to engage in political activism for the protection of area standards and growth.

The impact health benefits have had on contract negotiations was another major topic. An interesting development was in the reports by some of the larger West Coast local's contracts. Besides the regular percentages that go into Pension, Welfare and Annuity, there are additional small contributions that go towards the advancement of the political efforts for single payer health care. Smart employers recognize that health care costs need to be contained or the stability of its enterprise is in jeopardy. In business, no overhead item can be allowed to spiral out of control without jeopardizing the entire

organization.

International Representative and New York Wardrobe Local 765 President Pat White reported on the formation of labor education seminars for officers during this year's Mid-Summer Executive Board Meeting prior to the 66th Quadrennial Convention general sessions in Orlando, Florida. A recurring problem that the International Representatives and Officers have found in many of the smaller Locals is a lack of formal training in Labor Relations. Here in New York City, unionists have the advantage of access to a variety of higher education programs aimed at both adult workers and labor relation programs for union activists. From Queens College (CUNY) to Empire State College (SUNY) to Cornell University Industrial and Labor Relations School, almost anyone who is contemplating getting active in their union affairs can get an education on the history of unions, the laws that govern them, how unions work, and current events as they pertain to unions today. Unfortunately, in areas of the country that do not take an enlightened view towards the affairs of working men and women, these educational programs are missing. With the election of new and younger officers, the advancement of local unions is hampered by the steep learning curve of these new officers. Resistance from school boards, local governments and business owners to teaching these skills has forced the International to take on the task itself.

I've found that, in attending these meetings, what you learn from attending the sessions is matched with what you learn meeting with your fellow members of the International. The reports cover the formal work while the informal work is done in conversation with officers and members. It is then that you discuss what your mutual needs are and how we can help each other. The esteem with which the officers of Local One are held becomes evident when so many other Locals want to meet with them for meals and discussion. The work never really stops, just the location changes.

I want to thank the members of Local One for allowing me to attend.

THE GENERAL FUND

By Budget Committee Member William Nimmo

This General Fund review was prepared at the request of President Claffey. Some of you may remember the pressures on the General Fund in recent years. Historical perspective is important in understanding how the Union got through the recent past and how it transformed the Fund's expense allocation.

Definitions:

Before we begin, some definitions may be helpful for our newer members. The General Fund is used to run the day-to-day business of the Union. It is funded primarily by our 4% dues and overseen by our Board of Trustees (Brothers Diaz, Ngai and Dashman). The General Fund is separate from our Pension, Welfare and Annuity Funds which are funded by employer contributions and is overseen by our Union Trustees (President Claffey, Treasurer McDonough and Recording-Corresponding Secretary Score) as well as three Management Trustees.

A little history:

Historically, total member earnings increased year-to-year from (a) wage increases negotiated into employment contracts and (b) with small increases in membership. Our dues are 4% and 4% of an increasing number was sufficient to cover the increases in General Fund expenses.

All that changed in 2002 when health care costs were projected to increase nationally between 15 to 20% each year. Our Welfare Fund, along with every other Union and Corporate Health Fund, had a big problem. Projections in 2002 indicated that, without any changes to our plan, we would begin to run a deficit in 2003 and we would be broke by 2006.

Many plans across the country did go broke; those that survived made extreme cuts such as discontinuing retiree coverage and setting earnings requirements, deductibles and co-pays so high that only the highest earners could qualify for coverage.

The Solution:

Our response was to restructure our Welfare Fund into tiers and eliminate three of the six categories of coverage. Hospital, Doctor and Drug coverage would remain while Dental, Long Term Disability (LTD), and Life Insurance were dropped.

It was critical to determine whether or not the General Fund could absorb these costs and prevent members and their families from losing this coverage.

Changes made to the General Fund:

- 1) Expenses were reduced by reviewing every line item in the budget, eliminating unnecessary expenses, and re-negotiating vendor contracts.
- 2) Productivity gains were achieved by upgrading the computer system, installing a website, and automating the phone system.
- 3) Professional services were changed to improve efficiency, and limited to reduce costs.
- 4) Existing officers absorbed increased workload and by using committees instead of increasing full time office staff.
- 5) Revenue increases were achieved by actively pursuing industrials and live event work with new and existing production companies.

SOURCES OF GENERAL FUND REVENUES

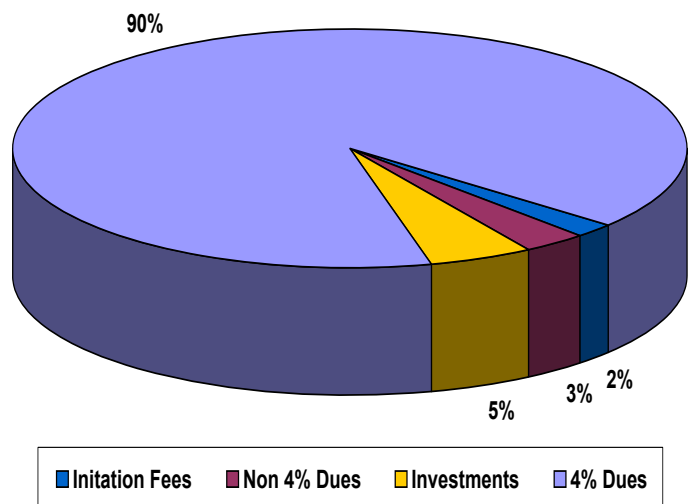


Chart 1

These five changes over the last five years allowed accommodating additional healthcare costs, continued to handle expanded business, and prevented an increase to the dues rate.

The Result:

The three categories of coverage dropped by the Welfare Fund (Dental, LTD, and Life Insurance) were picked up by the General Fund and added to the already existing General Fund healthcare coverage (Dr. visit, eyeglass plan, disability supplement, premium reimbursement, prescription reimbursement and burial allowance) now called The Union Benefits Plan.

Revenue into the General Fund is straightforward and shown on Chart 1 - revenue by category with dues being by far the largest at 90% of the funds revenue.

Expenses of the General Fund on Chart 2 show that healthcare is now our largest expense category (further described in Chart 3). To express it another way, of your 4% dues approximately 2% is returned to the members in the form of healthcare insurance coverage and payments, the remaining 2% is the cost of running the Union.

Thanks to the foresight of prior officers who purchased

our headquarters building, we operate rent free. Every other office, administrative and operating expense is covered by that 2%. Total member earnings for 2008 were \$230 million, and the Union is being run by a remarkably low 2% of that number.

Scope of our business:

We have over 1,900 active members working in dozens of venues under 65 negotiated contracts and many industrials and live events handled by thirteen elected officers of which only nine are full time, and six staff people.

Comparisons:

Expense ratios in our 2007 General Fund vs. General Funds of Other Unions are another revealing measurement.

	Other Unions*	Local One
Salaries	27%	20%
Office Expense	73%	46%
Healthcare for members	0%	34%

* 2007 LM-2s of Plumbers Local 1, IBEW Local 3, Sheet Metal Workers Local 28

In terms of efficiency and productivity we earn our name – Number One.

GENERAL FUND EXPENSE ALLOCATION

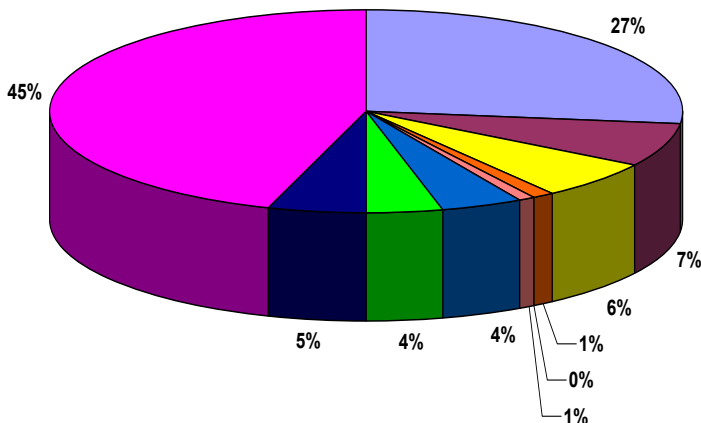
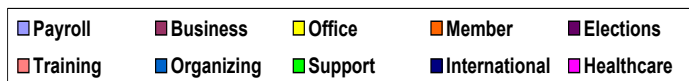


Chart 2

HEALTHCARE EXPENSE ALLOCATION

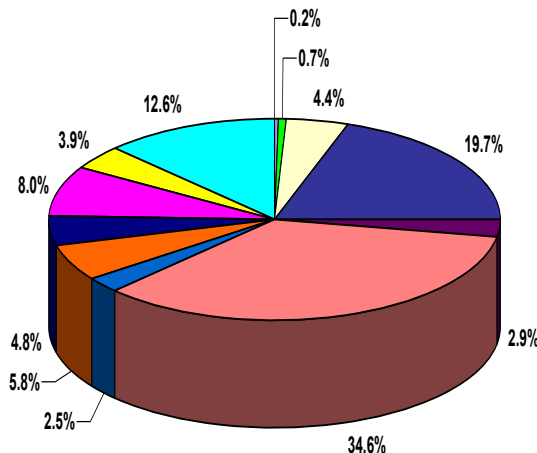
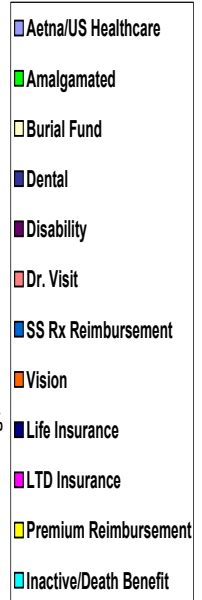


Chart 3

LOCAL ONE ARCHIVE PROJECT



Local One is embarking on gathering together its history in preparing for the 125th Anniversary.
Please see the accompanying article on page 7.

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