



THE BULLETIN

HOLLYWOOD
CALIFORNIA

CHARTERED
MAY 15, 1939

LOCAL 728 STUDIO ELECTRICAL LIGHTING TECHNICIANS
THE ONLY SET LIGHTING IATSE LOCAL IN THE WORLD

VOL. 17; No. 9
2007



AT YOUR SERVICE

LIGHTING UP
THE LOCAL

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Your
Dedicated
Office Staff*

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Updates & Important Union News

by
Dennis K. Grow,
President



Last month, I mentioned that there were going to be 17 resolutions concerning the revisions to our Constitution and By-Laws. The Constitution and By-Laws Committee has decided to put all the proposed changes into just one resolution. Even though there is going to be only one resolution for all of the revisions, each and every proposed change can be debated and voted on separately. Putting it in one resolution just makes it easier to get the 230 signatures necessary to put it before the Membership.

At the last membership meeting, I swore in 9 new members. Gary R. Wostak was in attendance to receive his 45-year pin as a Member of the IATSE. Nominations for Vice President, Treasurer-Call Steward and 3 Executive Board members were held. I applaud those who have accepted the nominations to get involved and serve their Local. Please take the time to vote. Read the candidates statements and vote for the person you feel will best represent you. Our record for voting is very poor, around 30%. This is embarrassing for something as simple as marking a piece of paper and returning it in the stamped envelope. Please get involved. Please vote.

The Membership also voted on the salary for the Treasurer-Call Steward. It will be 56 hours per week, at CLT rate. Should it be decided that the T-CS should cover the Call Board 24/7, then there will be an additional 12 hours at time-and-a-half. Included is \$150 per month expense allowance. Just so you know, this is the salary package for the current Treasurer-Call Steward.

Local 728 contributes a lot of money every year. Money is given to charities, labor events, political candidates and labor issues. In an effort to get a handle on the money we give away, the Contributions Committee submitted a budget for 2008 to the Membership. The Committee recommended \$21,000, which is approximately 1% of our

income. It breaks down as follows:

- Charitable - \$ 5,000
- Harry Estlin Travel Fund - \$ 3,000
- Political - \$ 5,000
- Union Solidarity - \$ 5,000
- Memorial Donations - \$ 3,000

The Membership agreed with the recommendation and approved the Contributions budget.

Not all of our jobs are going to foreign countries; many are going to other states that are offering incentives too good to be ignored by the producers. Last month, I and other members of the Executive Board attended the first public hearing of the California Assembly's Select Committee on the Preservation of California's Entertainment Industry. A lot of testimony was given concerning the tax credits and rebates offered by other states and how California needs to level the playing field. It was acknowledged by the Committee that California's failure to enact tax credits and incentives is forcing many of our jobs out of state. And with it, the taxes necessary to fund other important government services, such as education and health care. To learn more, go to: www.assembly.ca.gov/entertainment

The Membership of Local 728 wants to do whatever it takes to keep our jobs here where they belong, whether it is asking California to offer tax incentives or fighting against foreign subsidies.

Earlier this year, the Membership gave \$37,500 to the law firm that is filing the 301(a) petition with the United States Trade Representative to act to obtain the removal of foreign subsidies for film and television production. The Membership gave their approval for Local 728 to be listed as one of the petitioners. We'll keep you posted on the status of this petition.

Fraternally,

I.A.T.S.E.
LOCAL 728
HOLLYWOOD, CALIFORNIA

PRESIDENT

DENNIS K. GROW

VICE PRESIDENT

RAYMOND POBLICK

BUSINESS REP-SECRETARY

PATRIC J. ABARAVICH

TREASURER-CALL STEWARD

R. BRUCE PROCHAL

EXECUTIVE BOARD

BRANCH BRUNSON

MICHAEL EVERETT

MICHAEL GIPS

GREG A. LANGHAM

ROGER L. LATTIN

STEVEN R. MATHIS

DICK MCCONIHAY

SHONA CRICKET PETERS

JERRY POSNER

TONY LEE TROY

DAVID WATSON

KAREN WEILACHER

SERGEANT-AT-ARMS

LARRY K. FREEMAN

PARLIAMENTARIANS

ALAN M. ROWE

RAYMOND POBLICK

SAFETY & TRAINING

ALAN M. ROWE, DIRECTOR

SHOP STEWARDS

CBS - JOHN L. MURRAY

FOX - PASCAL M. GUILLEMARD

PARAMOUNT - FRANK VALDEZ

SONY - JOHN JACOBS

UNIVERSAL - JOHN TRUJILLO

WARNER BROS. -

GARY M. ANDERSEN

CLC DELEGATES

PATRIC J. ABARAVICH

MIKE EVERETT

DENNIS K. GROW

IAIN O'HIGGINS

OFFICE STAFF

SANDRA O'CONNOR

SEAN HARKESS

JULIANNA BESSEY

THE BULLETIN

PUBLISHER

MARGIE STITES

PACIFIC MEDIA GROUP

EDITOR

DENNIS K. GROW

UNION SPOTLIGHT

DECEASED:

BROTHER GERALD A. ARY, 44 YEARS OLD, PASSED AWAY SEPT. 4, 2007. HE HAD BEEN A MEMBER OF THE LOCAL SINCE NOV. 12, 2005

FIRST NOTICE:

LARRY, BRECHT, JR., JAMES CAFFERTY, III, BRANDON FORD, JAMES GAMBALA, LUKE KALTEUX, DUSTIN PENROD, ROBERTO SIFUENTES, DAVID THURLOW, AND DANIEL TKACZYK.

SECOND NOTICE

DANIEL COTRONEO, HECTOR E. CASTILLO, NATHAN FETZER, JASON GOODELL, CLIFFORD MYERS, JASON SACHSE, AND JASON P. SALINAS.

NEW MEMBERS

CONGRATULATIONS TO THE FOLLOWING NEW MEMBERS WHO WERE SWORN IN ON SEPTEMBER 15: JAMES BANFIELD, COLE BRYDON, DANNY COLLIER, JONATHAN CUSHING, JAMES DOMKUS, ROBERT LAM, WILLIAM LEHNHART, JAMES WINELLE REESE AND TRAVIS STEWART; ON SEPTEMBER 17TH: GUSTAVO DOMINGUEZ, JOSEPH ANTHONY HADDAD AND ADAM WILSON; ON SEPTEMBER 19TH: BLANE DYDASCO; ON SEPTEMBER 20TH: JOSEPH P. IVERSON; AND ON SEPTEMBER 25TH: JAMES COPELAND, ALLEN DIAL AND CHRIS FERGUSON.

Got Gear!

Local 728 has great Logo items for sale.

Show your pride .. wear your gear!

CONTACT NUMBERS

818-891-0728

1-800-551-2158

FAX: 818-891-5288

WWW.IATSE728.ORG



Exercising Your Weingarten Rights

by *Patric J. Abaravich,*
Business Representative - Secretary

Imagine being at work and one morning someone taps you on the shoulder and asks you to come to the office. You think to yourself: why am I being summoned to the production office? Could it have something to do with the set piece I broke or when I got mad and yelled? You get to the office and see the production manager, a legal representative or some 'suits' from the company.

At this point, you're realizing this will likely not be a friendly meeting; chances are this gathering may result in disciplinary action against you. At this point, it is critical that you exercise your rights and ask to have a union representative present at the meeting. Believe me when I say, the suits won't volunteer any information about your rights. It's up to you to know them.

Over the past few months, I've heard of several cases where members were called into the office to be questioned. The frequency of these investigatory or disciplinary meetings is increasing and it's imperative that you politely and professionally tell them that you will speak to them – but only when a union representative is present.

We as union members have federally passed legislation called Weingarten Rights that protect us on the job. It's imperative that you exercise this right and ask for union representation. If you don't, the decisions made that day are nearly irreversible.

As a reminder and to familiarize new members to Weingarten Rights, we have supplied you with bright orange cards explaining the law and your rights. And just to make sure everyone has one, we will be inserting the card in an upcoming union mailing.

On a different and very positive note, I

would like to thank all of the retirees who read in the last issue of The Bulletin our plans to open up a food bank for members. The retirees gathered in mid-September and brought with them a bevy of items. I can't think of a better way to kick-off our food bank than with the generous contributions of our retired members.

The Local 728 food bank is being established to assist members during difficult times. It doesn't take a strike or business-slow down for someone to fall on hard times or find themselves in a hard situation. That's why we developed the union's food and dry goods bank – a place where members can turn for help from their second family.

If you have a small amount of time to donate and you would like to help us stock shelves, rotate items and help us keep track of what we have on hand, we would greatly appreciate your assistance. Please feel free to contact me at the local for more information.

ATTENTION ALL MEMBERS:

THE NEXT
GENERAL MEMBERSHIP
MEETING
WILL BE HELD AT 9:00 A.M.
(SHARP) ON
SATURDAY, NOV. 10, 2007
AT IATSE LOCAL 44,
12021 RIVERSIDE DR., NORTH
HOLLYWOOD,
PLEASE BRING YOUR
UNION CARD.

AT YOUR SERVICE

LIGHTING UP THE LOCAL *A Look at Your Dedicated Office Staff*

Local 728 is extremely fortunate to have a dedicated staff onboard whose professionalism, knowledge and experience all greatly enhance how well the Local's elected officials can run the union and serve the membership.

Sandra, Sean and Julianna all bring a variety of individual skills to their positions in the office, yet collectively their enthusiasm and commitment to the Local are unmatched – which is among the many reasons why we chose to profile these outstanding individuals. Frankly, they're family. And if you've ever had the opportunity to talk with them or if you've turned to them with a problem, you know how professional, friendly and dedicated they are.



Sandra O'Connor

Fifth generation native Californian Sandra O'Connor has been an administrative assistant at the local for 13 years. Sandra grew up in Piru and went to Fillmore High School before heading to Chico State where she majored in Art and minored in Speech and Drama.

At one point Sandra thought about becoming a teacher. "But, I wanted to see the world first. So I traveled around Europe, then I came home and bought a sports car." With her mind changed but needing to pay off her school loans, Sandra found work as a waitress and did some freelance photography, which is where how she achieved a small claim-to-fame.

"I was waitressing at Reuben's and 70's musician Lee Dresser asked me if I

would do some photography for him. He ended up using one of my photos on his album cover," she recalled. "I laugh about it now."

Although she would have been a great teacher, Sandra's professional career turned to office management. She first became a union member of OPEIU Local 174 working in their office as a Job Referral Representative. She transferred to OPEIU Local 537 and worked for the Plumbers & Fitters Local 761 for six years. When her position was going to be eliminated, her union alerted her to an opening at Local 728. Sandra remains a member of Local 537 and has proudly been a union member for 23 years.

"I love working with people, and I have always appreciated being involved with organized labor," she's quick to note.

Sandra brings her talent to virtually every area of running the Local. She takes the minutes at all the Executive Board and General Membership meetings; tracks new applicants; prepares quarterly membership reports for the International, processes delegate paperwork for conventions; gathers information and greatly assists during yearly Local elections. She's at the ready to assist members or their families with a long list of requests, all while working closely with the Business Agent and Treasurer-Call Steward on a host of forms, filings and paperwork.

Married for 32 years to Charles – a supervisor in Commercial Conservation at the L.A. Department of Water and Power (and a member of the IBEW) – the couple has two daughters and two grandsons.

"So much of our life is filled with the children and their activities," Sandra pointed out. And then there are the animals. "We have a flat-coat retriever, a black lab, a milk snake and a love bird. Everyone gets along very well!"

In addition to teaching Sunday school and helping coordinate special events at her church, Charles and Sandra enjoy going to the movies. "We sit and wait for the credits to see who is listed. I like to look and see which 728 members worked on the film."

Sandra proudly admits that while her family and her church are on the top of her priority list, her job is close behind. "I can't imagine working for anyone but a labor union, and doing what I do working with people. I enjoy it so much. I still look forward to coming into work every day."

Sean Harkess

We've all seen the license plate frame, 'I'd rather be playing golf.' There's no doubt that's the mantra for 10-year administrative assistant Sean Harkess who first came to the Local in 1997 via a temp assignment.

Continued on the next page

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A decade later, Sean's still with us and we couldn't be happier. Although he was born in Wyoming, Sean calls Burbank – where he has lived since 1976 – home. After high school, he headed north to Berkeley where he studied political science and got his Bachelor of Arts degree.

Before and after college, Sean worked with his father who owned Two's Co., a business that provided automotive car prepping services for production companies in the entertainment industry. "We did camera mounts, special effects and detailing for commercials and print work," he recounted.



When he got laid off, he worked for Priority Records, then registered with a temporary agency that directed him our way.

"The best part of my job is when we can successfully solve a problem for a member," Sean noted. "The worst part is trying to handle the complaints that I have no control over. You try to help out and do the best you can, but some issues are out of our control and part of the Local's Constitution and Bylaws."

Sean also enjoys working with Local officials, and staying busy. "When I first

started we had less than 2,000 members. That number has certainly grown in the last ten years."

Because he's involved in so many aspects of the day-to-day operations and the smooth running of the Local, it's difficult to list all of Sean's duties. "My main duties include members services and working under the Business Agent and Treasurer. Basically, whatever they need, I'm here to assist."

Sean's responsibilities are many. To relieve the stress, the passionate golfer hits the course often. "I've been playing since I've was 8 years old. I really don't have a handicap, and I don't break 80 consistently, but I think I am pretty good," he noted. "But, the best part is being alone on the golf course and dealing with the challenges of the game."

The avid sports fan also plays tennis. But if it's football season, you'll find him cheering loudly for his college team, the California Golden Bears, or hitting a Denver Bronco game while visiting his mother and brother in the Mile High City.

Off hours are spent with his new bride, Maeve; the couple were recently married in San Francisco on August 31. Close to his family, Sean lives next door to his paternal grandmother, where he's quick to lend a helping hand. His father and another brother live nearby as well.

Sean's talents are evident on the golf course, and on the job. "I really believe in labor unions. I think the members have a great union supporting them, and I'm really fortunate to be here. I really enjoy my job," he added.

Julianna Bessey

The newest of the group, bookkeeper Julianna Bessey, joined the Local in March of 2006 following the passing of long-time staffer Ken Lewellin. Julianne brings nearly two decades of union knowledge to her position. Before joining Local 728, she spent 17 years as the bookkeeper with

the LA County Federation of Labor.

In addition to keeping track of all the funds going in and out of the Local, handling payroll, preparing quarterly financial statements for the Executive Board, and working closely with Treasurer R. Bruce Prochal and the Local's CPA, Julianna helps answer the phones and assists the members with a wide variety of requests.

"We do it all; Go team, go!" she says of the work and the combined duties she shares with her co-workers.

Outside the office, Julianna is a hands-on mom active with her 17-year-old daughter Ally, donating her time to a number of school and extra-curricular activities. The pair can be found at the Los Angeles Maritime Institute where her daughter sails on excursions with at-risk and inner-city kids, and mom volunteers with the group's festivals and events on dry land.



The two are also very involved with Ventures, the coed arm of the Boy Scouts of America. "I'm an adult advisor for the group. Actually, I'm a registered Girl Scout *and* a registered Boy Scout," she noted with a chuckle.

With her daughter and mother in tow, the community-spirited bookkeeper also

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Smooth Sailing

by R. Bruce Prochal,
Treasurer - Call Steward

Greetings everybody! The month of August was very busy. Everybody who wanted to work must have been working because the books were extremely thin. Many permit calls were released, but not nearly as many as in March during pilot season.

As we moved into September, activity settled down. Now, the books are at their usual level for this time of year with a steady amount of members getting both on and off the books.

Let's get to this month's theme, "Smooth Sailing."

I do not keep statistics on this, but it seems fewer contract questions are being referred to me. This indicates to me that most of the shows in production are operating smoothly with few problems.

Additionally, this could also mean, in regards to contract issues, that the membership is now more comfortable contacting our current Business Representative rather than talking to the Call Steward. This is a good thing. It is

not part of my job to answer contract questions.

Keep in mind, the Business Representative has a level of confidence in me to answer certain "frequently asked questions" and to give my opinion as to the interpretation of parts of our contracts. The Business Representative and I confer often about the interpretation of the various contracts under which we work.

However, if you call me with a contractual question that may lead to a disagreement with a Unit Production Manager, or a payroll issue, or tracking down a check, you will be best served by talking directly to the Business Representative. He is the only one who can deal with your situation. The Call Steward cannot help you.

I hope what has been presented here will help us all keep shows produced in Hollywood operating smoothly, at least, from a Local 728 perspective.

Until next time... RBP

Your Dedicated Office Staff

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volunteered this year at the City of Hope's annual Pediatric Picnic. "This was my first time working the event and I had a great time. I spent the day in the fun tattoo booth applying temporary tattoos and meeting some really fantastic kids and their families. I really hope I have the opportunity to volunteer again next year."

Julianna and her partner, Joe Calderon, have been together for 20 years. A professional musician who primarily plays the guitar and is a member of Local 47, Julianna proudly points out that Joe is rather gifted. "If it makes music, he can play it ... drums, piano, clarinet - you name it." Joe has traveled around the world with different

bands, she added, even performing in Afghanistan in April of 2006.

Julianna says nothing quite beats just hanging out with family during off-work hours. Her quiet time is also spent with her lab mix canine, Dagwood, playing the piano or reading. "I also love to cook," she added.

A member of OPEIU since 1987, Julianna is happy to be on board at Team Local 728 where she quickly notes the best part of her job: "I love working with the people that I do; they're great. And I also enjoy when the members come in. This job has really given me an opportunity to meet all kinds of new people."

CALL STEWARD INFORMATION

Any Local 728 member representing the producer in filling calls or needing assistance, should contact the Local office during normal business hours. The Local's normal operating hours are 8:00 a.m. to 6:00 p.m. Monday through Friday.

If you need to hire prior to 8:00 a.m., after 6:00 p.m. or over the weekend, please phone the Call Steward at 818-438-0728.

Members seeking weekend work should call the Steward at the Local on Friday to put your name on the Weekend Availability List.

Anyone who hires off roster or hires any member who is not current with their dues without first calling the Call Steward, shall have charges filed against them and shall be subject to the assessments levied by the Trial Board if found guilty.

Our present contract work week consists of any five (5) consecutive days out of seven (7) consecutive days.

SUSPENDED/DROPPED MEMBERS

THIRD QUARTER 2007*

* List current as of Sept. 21, 2007

Suspended

BERARDI, PHILIP N.
CASLIN, FRANK C.
EUBANKS, JERRY
HARRIS, WENDELL
HINKLE, BRADLEY
HUGHES, JOSEPH G.
JOACHIM, EARL
JORDAN, MICHAEL R.
MEDCALF, SCOTT A.
MEILANDT, WES
ROBERTSON, CHRISTOPHER D.
SHAIN, NOAH B.
THOMAS, RAY
TIMMER, BRAD D

Dropped

ADAMS, DAVID B.
DODDS, ADAM J.
ELLISON, CASEY
GLICK, ADAM SETH
HALL, THADDEUS GERALD
HOLT, KENNETH J.
MANTHEY, MARK
MYGATT, JEFFREY C.
RICHTER, SHANE M.
SZOPA, PAUL A.
WATSON, JACQUELINE J. JONES
WYCOFF, ERIC

Retiree 728

DIAL JR., HARRY E.
LEONETTI, JOSEPH D.

Essential Skills Build a Solid Foundation

by Alan M. Rowe,
Safety & Training Director



A good foundation is required to build anything of substance, be it a house or a career. Our careers as Set Lighting Technicians rely entirely on what we can contribute to the success and safety of our crews in the support of our CLTs. This applies equally to Best Boys, Riggers, Console Programmers, and everyone who works in our jurisdiction. Without each member having a solid foundation in our basic skills, the fortune of each crew member is at risk. If any member of the crew is not as efficient as they should be, have sloppy work habits, or place themselves and/or other people in danger, then entire crew (including the CLT) can lose the show or not get the next one.

It was not too long ago that members of the Local worked on the Rigging Crew before being able to work on set. While many of our newer members will think that would limit their opportunities, the older members will agree that everyone in the Local knew the craft and

all of the essential skills that go along with it. Some will even go so far as to say that our sets were a much safer, organized, and – as one member put it at the last membership meeting – professional place to be.

Times change and we no longer have the benefit of the on-the-job training that was provided by the Grouping System. There is a saying that goes “you don’t know what you don’t know” and unfortunately, if we are not pro-active to keep ourselves as well as future members trained and knowledgeable in our craft, many of our skills and the high standards that have been our hallmark for years will disappear.

We have all worked with people who do not solidly understand some of the basic fundamentals of electricity, knots, set etiquette, and other craft-specific skills. I think everyone will agree that our craft is much more than plugging green-to-green, white-to-

white, and so forth. With a majority of our newer and future members learning the craft in the non-union world where there is little opportunity to learn from more experienced people, this lack of knowledge about our craft becomes a serious issue. It is very conceivable that many of these members simply do not know what they do not know.

The Local offers classes and opportunities in all areas of our jurisdiction. Please encourage the people who work on your crews to take advantage of these opportunities to learn the basics of our craft. If we do not take a pro-active stance to protect the knowledge that we have and educate our newer members, our craft will disappear and the quality of our work will dwindle.

A handwritten signature in black ink, appearing to be 'A. Rowe'.

Local 728 Training Raffle

This Month’s Question:

Which of the following is the MAXIMUM distance a CAT 5e cable can be run between two powered devices (i.e., hub, switch, router)?

- A. 100m (328)
- B. 150m (492)
- C. 250m (820)
- D. 500m (1640)

To enter, please send a standard size postcard with your name and answer to Local 728 (14629 Nordhoff St., Panorama City, CA 91402). Entries must be received by November 2, 2007. The winner will be drawn at the Executive Board meeting. Contest is limited to IATSE Local 728 Members in good standing. Members can win only one prize in any 12 consecutive-month period.

The Prize!

With our sets requiring more dimmers, strobes, moving lights and other DMX devices, our control systems are becoming more complex and frequently relying on ethernet technology. The *Fluke Networks Crimper for RJ11, RJ12, R45 Modular Plugs* is a valuable tool for the DMX Technician. The crimper features an embedded flat cable cutter & stripper and is ratchet-controlled for ease of use.

Congratulations



Long-time member Gary Wostak received his 45-year commemorative lapel pin at the September General Membership Meeting.

PASSAGES

We have lost another icon of the Local 728 lore, Donald M. Wolak. Donny's career began in 1966 and by the early 70's he was a full time Gaffer. His feature film highlights include: "The Missouri Breaks", "Jaws 2", "Cannonball Run," "Smokey and the Bandit," "Wanda Nevada" and "The Men's Club". In the 80's he transitioned to the commercial world where he spent the majority of the last part of his career. In 2006, he received his 40-year pin from our local union and his son Justin will be sworn in soon. Donny's helpful nature, technical expertise, ever-present friendship and incredible timing will sorely be missed.

*Fraternally,
John Gilmour*

STUDIO ELECTRICAL LIGHTING TECHNICIANS

I.A.T.S.E. LOCAL 728
14629 NORDHOFF STREET
PANORAMA CITY, CA 91402



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