



I.A.T.S.E. Local 793
Pacific Northwest Television
Broadcast Remote & Studio Employees

Welcome to Local 793. As you begin your employment, you should be aware that you will be represented in your employment by Local 793 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts, more commonly known as I.A.T.S.E. The I.A.T.S.E. is the THE Union behind entertainment, covering employees working in motion picture, theater, staging, television and trade shows in the United States and Canada.

Since your fellow daily hire technical employees voted to elect the I.A.T.S.E. as their sole bargaining representative, we have negotiated agreements with our employers which have provided for annual wage increases, health and retirement contributions and significant workplace protections. Promoting and protecting a good quality of life for workers is one of the I.A.T.S.E.'s most important goals. The following are some of the highlights of our current contracts that may be of interest to you.

Health Contributions: For every hour you work under covered employment you will receive a \$8.00 contribution into the I.A.T.S.E. Plan C medical fund in your name. When those contributions reach the threshold level of the CAPP quarterly C2 Individual you may be eligible to either apply for one of the coverage levels through the I.A.T.S.E. Plan C Health Insurance program, or you may be able to use those funds to pay other qualifying medical expenses such as co-pays, deductibles, prescription costs or other out of pocket expenses such as eyeglasses or dental procedures.

Retirement Contributions: Your employer pays an amount equivalent to 4% of your wages into the IATSE Annuity Fund on your behalf every time you work under covered employment. This money is vested in your account from day one, and can be managed online by you, and could someday become a significant part of your retirement income. You also have the option of contributing your own funds as a deduction from your paycheck to the annuity fund. Finally, for each day of covered work you do, \$9.00 will be contributed to the IATSE Pension Fund. This is a defined benefit pension fund, one of the few of its kind left. You must vest in this fund, but once vested, upon retirement the fund will pay you up to 2.5% of the total amount contributed in your name during your lifetime every month for as long as you live.

Workplace Protections: Our contracts specify disciplinary and grievance procedures both the employer and the IATSE must follow. Included is your right to be notified when disciplinary actions are to be taken against you, to have a hearing about any alleged incidents with union representation, arbitration procedures for settling disputes between the union and the employer, and the right to seek union representation for any conversation with any management personnel that you believe might lead to disciplinary action against you. You also have the right to a full hour lunch, rest breaks, time and a half for any hours worked in a day over nine, and double time after 13 hours, time and one half on designated holidays, and payment for work canceled with less than a 72-hour notice, under qualifying circumstances.

Membership and The Referral List: Your Union is here to protect your rights and serve you. We offer the same benefits and protections under our contracts contingent upon you are registered on the Union Referral list. However, under our contracts, you must join the union after having worked 30 days within a 2-year period. Further, our employers have agreed to give preference of employment to those persons registered to work with the union, whether members or not. If you do not join the registration list, you will not be eligible for preference of employment in the future. We are permitted by law to charge a maintenance fee for inclusion on the referral list.

We hope you have success in your employment. If you have any questions concerning your benefits or the terms of your employment under the contract, please talk to your on-site union steward, or contact the Local 793 Business Agent via businessagentwa@iatse793.org.

Local 793 Executive Board
President - Nic Prescott
Sec./Treasurer - Taylor Quigley

WA Vice-President - Aaron Simtob
WA Business Agent - Derek Jones

OR Vice-President - Jon Beil
OR Business Agent - Joel Berhow