



# STAGE CALL

## IATSE 205 PO BOX 142 AUSTIN, TEXAS 78767

Volume III, Number 3

STAGECALL@IATSE205.ORG

September 2008

### Message From The President

#### International Alliance of Theatrical Stage Employees Local 205

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Stage Call Newsletter

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**Labor was the first price, the original purchase-money that was paid for all things. It was not by gold or by silver, but by labor, that all wealth of the world was originally purchased.**

**~Adam Smith**

Look around at a union meeting or on a call and you will notice that the average age of your brothers and sisters does not represent the average age of Austin, which is somewhere around 29 (depending on the source). This does not bode particularly well for the future of Local 205. Looking forward, well past Local 205's centennial, it is clear that the survival of this organization depends not just on the growth we have been experiencing, but in the recruitment of the next generation of stagehands.

Where will these new stagehands come from? Increasingly, education is playing a vital role. As technology continues to dominate our craft, training is more important every day. Starting in high school and continuing through to the college level, students are learning the skills that will make them marketable as stagehands.

It behooves us to introduce these young people to the advantages of union membership. When I was studying film at the University of Texas thirty years ago, I was appalled that there was little to no mention of the integral part the IA played in the motion picture industry.

In some locals, students work alongside current union members and are able to see firsthand the benefits of union membership. Internships attract eager young workers and provide them with a value adding service in the early stages of their career. Internships are beneficial to the local because the local can help to insure that future members are trained appropriately. This in turn could lead to certification programs to guarantee the academic value of those positions.

Academia is not the only place to look for future stagehands. Some locals set up booths at job fairs to attract new workers. This is an idea worth consideration, especially when you think about the need for large numbers of workers on big calls. This would also be a great way to broaden our demographic. Local 205 should represent the diversity evident in the population of Austin.

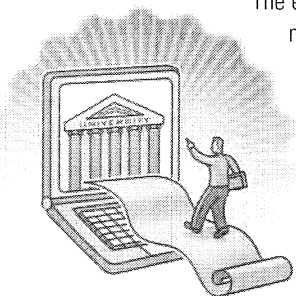
Think about how you personally might help to ensure a strong future for Local 205. It is important that we all reach out into the community and mentor the next generation of stage employees.

All of these are just ideas about what we might do to pave the way for the future growth of our local. The task is to transform these ideas into practice and provide real opportunities to young workers. Many of us are already closely involved with educational institutions. The importance of building upon these relationships for the benefit of future growth of Local 205 is clear.

If you have any ideas or know of opportunities to reach out to future talent in Austin's theatrical community and beyond, please do not hesitate to contact me at President@IATSE205.org and share your thoughts.

# Union Plus Scholarships

Unlock a World of Education Opportunities.



The ever-soaring cost of college tuition and vocational/technical training can make the goal of earning a diploma and getting a better job seem out of reach. That is why the Union Plus Education Foundation provides working families with a wide-range of educational scholarships

## **Union Plus Scholarship**

Since 1992, the Union Plus Scholarship program has provided over \$2.4 million to help fulfill the educational dreams of more than 1,700 students. Union Plus Scholarship awards are presented annually and range from \$500 to \$4,000.

Applications are available each year beginning Sept. 1. Union members, spouses and dependent children are encouraged to apply. Members can visit **[www.UnionPlus.org/Scholarships](http://www.UnionPlus.org/Scholarships)** for an application, or they can send their name, address and phone number, along with the name of their international union on a postcard to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800.

## **National Labor College Scholarship**

The Union Plus National Labor College Scholarship helps union members and leaders earn a Bachelor of Arts or Graduate degree while continuing their trade union work. Each year a total of \$25,000 – the largest financial aid contribution to the National Labor College – is awarded to eligible students attending the college.

The NLC offers a unique program that is tailor-made for full-time working men and women. The NLC's online, distance-education programs allow students to study and take classes at their own pace on their own schedule. To learn more about the college degree program, visit **[www.NLC.edu](http://www.NLC.edu)**. To request a scholarship application, call The National Labor College Office of Student Services at 1-301-431-5404.

## **Leaders of the Future Scholarship**

The Leaders of the Future Scholarship helps women and people of color become union leaders. The program provides annual awards of up to \$3,000 to help future leaders with the cost of continuing their education or training in order to pursue their union career goals and leadership skills.

Scholarships can be used for tuition, books and travel for the completion of a degree, coursework or seminars at accredited labor schools, colleges, universities, community colleges and recognized technical or trade schools.

For more information and an application, visit **[www.UnionPlus.org/DiversityScholarship](http://www.UnionPlus.org/DiversityScholarship)**.

**[www.UnionPlus.org/Scholarships](http://www.UnionPlus.org/Scholarships)**

## **Who's eligible?**

### **Union Plus Scholarship**

All members, their spouses and dependent children are eligible to apply. Individuals must be accepted into an accredited college or university, community college or recognized technical or trade school at the time the award is issued. Graduate school students are also eligible. There is no requirement to have participated in any Union Plus program in order to apply.

### **National Labor College Scholarship**

Scholarship recipients must be current, dues-paying union members or staff employees of an affiliated organization interested in enrolling in the National Labor College and are chosen based on financial need.

### **Leaders of the Future Scholarship**

The Union Leaders of the Future Scholarship Program is open to women and people of color (a member of a racial/ethnic minority, defined as American Indian or Alaskan, Asian or Pacific Islander, African American, Hispanic, or multi-racial) who are union members, leaders or staff.

### **Member Access**

Visit **[www.UnionPlus.org/Scholarship](http://www.UnionPlus.org/Scholarship)**

24 hours a day/7 days a week

**Union  
★Plus®**  
Working For Working Families  
**Scholarships**

UNIONPLUS-ES-06/08

# Questions & Answers

**How does the Foundation decide who receives a Union Plus Scholarship?**

Recipients are selected based on academic achievement, potential, character, leadership, social awareness, career goals and financial need.

**What is the deadline for submitting applications for the Union Plus Scholarship?**

The deadline for submitting completed applications is January 31. Union Privilege will send notification to winners on May 31.

**How are National Labor College Scholarship winners selected?**

Scholarship recipients are chosen based on financial need.

**How are Leaders of the Future Scholarship winners selected?**

The selection of winners takes into account leadership potential, career goals, social awareness and financial need. The AFL-CIO Civil Rights & Women's Committees ratify the selections of an education career professional and award amounts.

**Class Information**  
**371-1217**  
**Mailbox 3**

**Get Info On Local 205**  
**On The Web**  
**[www.iatse205.org](http://www.iatse205.org)**

## Local 205 Hiring Hall

Local 205 operates a hiring hall as part of our service to the community. We provide technicians with job opportunities through contracts and agreements with many employers including arts groups and theatres and business organizations. To be eligible for referral a person must register by phone every Monday 7am-5pm at 512-371-1217. You must leave your name, telephone number, and availability for the work week beginning that Wednesday through Tuesday. Subscribers may be required to fill out information forms and skills forms. Subscribers calling in after Monday will be eligible for positions still available. The hiring hall charges a 4% referral fee. Employees must be able to fill out w-4, I-9, dues check-off, time cards or other forms required by the employer or the local. It is the obligation of every employee to report to the steward ready to work with the required tools and to conduct themselves in a manner that reflects positively on the local and the employer. The required basic tools are: Crescent Wrench, Hammer, Phillips and Flathead Screwdrivers, Matte Knife, 20' Tape Measure, Pliers, Wire Cutters, and Gloves. Other tools may be required. The operation of the hiring hall is administered by the Business Agent and any questions or concerns may be addressed to the steward or the B. A. or the President of Local 205.

## Current Committees

### Be Part of the Process!

Volunteer Organizing: Chair, Eric Miller

Purpose: To facilitate the organization of Local 205's jurisdiction.

Communications: Chair, Bon Davis.

Purpose: To improve communication within Local 205.

Newsletter: Chair, Rachel Magee.

Purpose: To produce a tri-annual newsletter for the membership and the general public.

Steward's: Chair, open.

Purpose: To assist the BA and improve solidarity in Local 205 through the use of qualified stewards.

Contracts: Chair, Jon Maloy.

Purpose: To develop new contracts on behalf of 205.

Defense Fund: Chair, open.

Purpose: To determine how best to use and manage defense fund monies.

Members wishing to serve on the above committees, or members who have opinions and suggestions about any of the issues concerning our current committees should contact the relevant committee chair or an e-board member.

## The Organizing Fund Needs You!

Membership contributions are needed.  
Please donate what you can. If you  
cannot donate money, please donate  
some time.

WHAT'S  
MY GRIPE?



"Out of 107 members, an average of 20 members contribute regularly in meetings and less than that volunteer to help keep the union running, often taking on more than one responsibility. What are the other 80 members doing?"

-S.C.

## Local 205 Trustees

### Death Fund

Trinka Withers to serve until 2/24/09

Ric Vela to serve until 2/24/10

Rita Kelso to serve until 2/24/11

### Payroll Fund

Glenn Dunn to serve until 12/31/08

Mary Nelson to serve until 12/31/09

Michelle Lehman to serve until 12/31/10

### General Fund

Jon Vickers to serve until 12/31/08

Sanford Gilzow to serve until 12/31/09

Rachel Magee to serve until 12/31/10

### AFL/CIO CLC

Glenn Dunn

Brad Wilson

Martin Blacker

## FRIENDLY REMINDERS FROM YOUR SECRETARY:

### Hiring Hall:

Please remember to call in each week for work. If you have any questions regarding your scheduling please communicate with Business Representative Maloy. Be pro-active about working in your craft.

### Late Fines:

Late fines are assessed when you are tardy to a call. When you are late you make IATSE Local 205 look unprofessional. When you are late, your Brothers and Sisters pick up your slack... and it really annoys them! Be diligent and responsible. Respect your job and coworkers by arriving 10-15 minutes early. You'll have time to kibbitz and smoke and drink coffee and sort out tools and fill out paperwork. And you won't feel like the LATE GUY for the entire call!

### Address Changes:

If you have address changes or phone number or email changes please contact Secretary Michelle Lehman. ("I just hate to see people's paychecks returned to the post box because of incorrect address information!")

### Traveling Members:

Please forward your travel itinerary/contact information to Secretary Michelle Lehman (Secretary@IATSE205.org).

Newsletter Submissions  
can be mailed to:

Stage Call  
PO Box 142  
Austin, TX 78767

or e-mailed to:  
stagecall@iatse205.org

## Local News

- Presidential debates, the opening of the Long Center and UT a/v installations have contributed to the largest payroll year ever this year! Thanks for everyone's patience as the payroll system catches up.
- Bass Concert Hall is scheduled to re-open January 12<sup>th</sup> 2008.
- Congratulations to Vice President Driscoll who graduated this summer with a degree from St. Edward's University.
- The brick sponsored by Local 205 has been laid at Ballet Austin.
- GES is flying three Austinites, including prospective member, Kirk Grander, to Dallas to train as GES leads for future Austin calls at the convention center.
- In 2009 Local 205 will be negotiating new contracts with GES, Upstage Center, Ballet Austin, Austin Lyric Opera and the PAC. If you would like to be part of those negotiations attend regular meetings and/or volunteer your services by contacting an e-board member. Regular meetings are held every 3<sup>rd</sup> Monday of the month at 10AM at the ALF-CIO building on 11<sup>th</sup> & Lavaca.
- CAPP increases continue while our contribution percentages towards health and welfare lag behind industry standards. Contribution percentages are determined during contract negotiations.
- The fourth quarter is upon us! Check your cards, if you do not have four stamps in your card, you are in arrears. Prompt per capita payments keep our union financially healthy. If you still need to purchase your stamps, please contact Treasurer Kelso immediately to avoid being issued a certified letter.

*Health and Welfare Fund  
Questions?*

800-456-3863  
212-897-3232

# Why Join A Union? From One Stagehand to Another

A: I thought about joining the Union. But what's it get me? I mean, I don't want to pay to work.

B: I don't want to pay to work either. That's not what Union members do. We pay to support our Union Local because it supports us. We pay to support funds that we control and benefit from such as Health and Welfare Funds and Annuity Funds. We pay to support an organization that provides us with Worker's Compensation Coverage. And we pay to support Organizing efforts that will lead to more employers recognizing our legal right as U. S. citizens to speak freely and bargain collectively.

A: What does that mean anyway? Bargain collectively?

B: In the 30s the U. S. Congress passed the Wagner or National Labor Relations Act which guaranteed the rights of most workers to organize themselves and to negotiate as a group for better working conditions or to Collectively Bargain.

A: But I think I can do better negotiating for myself. I've been doing alright so far.

B: That's great, but do you feel that maybe you could do better? Maybe with health coverage or a retirement plan or penalties like overtime conditions for being worked to the point of exhaustion?

A: But that costs them more money. They'll never go for it.

B: It only costs your employer more money when they don't manage their schedule correctly. Overtime costs more because it is supposed to be a deterrent against driving us to a point where the work-place becomes unsafe.

A: But I like overtime. Hell I couldn't feed my family without it.

B: Wouldn't you rather be able to feed your family on what you make in forty hours as opposed to sixty?

A: Well yeah but-

B: You're a capitalist right? You believe in fair competition?

A: Sure.

B: And why is that? Because it makes prices go down right?

A: Yeah.

B: And that benefits the consumer, which is you. But you're also the producer of a product. And who do you think benefits when you compete with your fellow producers for the privilege of producing that product?

A: I don't have a product.

B: Yes you do. We're Stagehands so our product is "show biz", or whatever you want to call it. It's the show happening with out a hitch and with a minimum of hassle. That's what we produce. And like all producers we have a consumer for our product.

A: Who, the audience? They don't pay me.

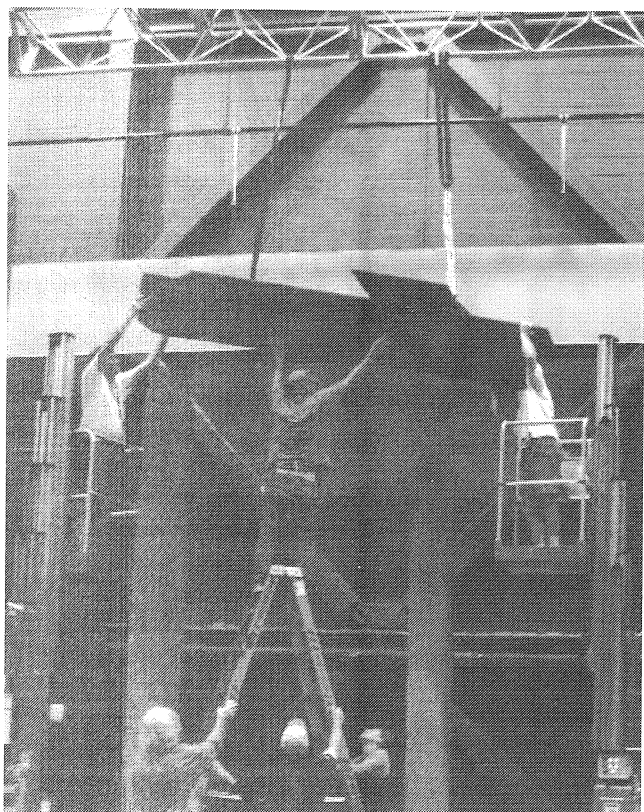
B: No they don't. Your employer, the Presenter or, ironically, the Producer does though. That's our consumer. And when we compete with each other the Employers benefit. And the Stagehands lose.

A: But I don't compete with other Stagehands.

B: Yes you do. By negotiating secretly, one on one with your employer, you undercut your fellow worker and you encourage him to do the same to you. As long as the only competition in our market is between the workers, the employers win. That's why we have to unite and organize and get back what's really ours to begin with.

Remember, your bosses need you as much, if not more than you need them.





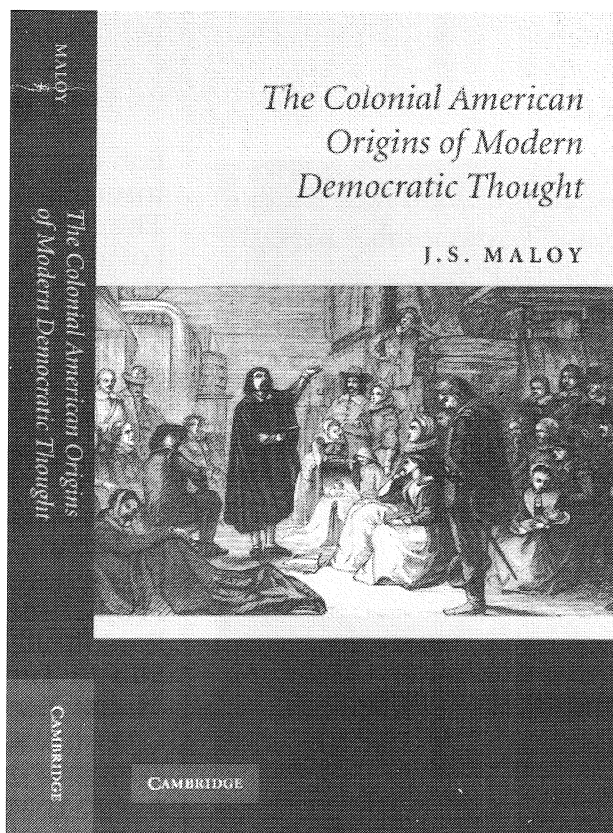
Loading in Austin Lyric Opera at Long Ctr

## Broadway Returns to Bass Concert Hall

Bass Concert Hall reopens in mid-January and there are seven Broadway touring productions scheduled to perform from February through August of 2009.

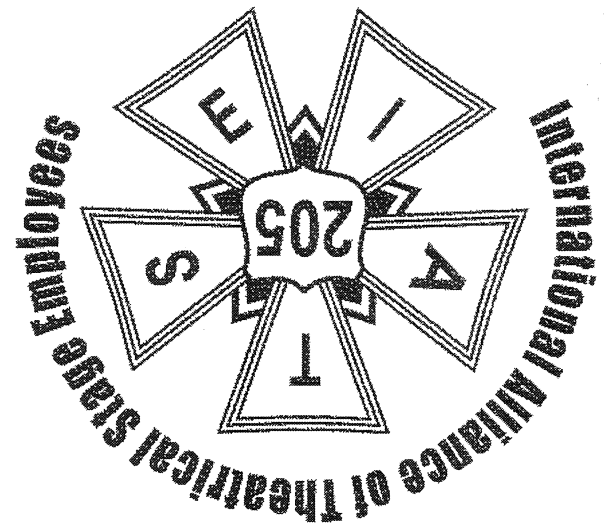
*Legally Blonde* runs February 2-8, then *Spamalot* from March 10-15. Next is *Avenue Q* April 14-19, followed by *Rent* May 12-17. There's a short run of *Annie* June 5-7 (five shows in three days), then *Mamma Mia* is June 23-28. Finally, *Wicked* runs on August 12-30.

J. S. Maloy studied history and philosophy at Brown University and the University of Cambridge before taking his doctorate in political science from Harvard University. He teaches political theory and American constitutional law at Oklahoma State University and does research in democratic theory and the history of Western political thought, especially in its early-modern and Anglo-American phases.



This first examination in almost 40 years of political ideas in the seventeenth-century American colonies reaches some surprising conclusions about the history of democratic theory more generally. The origins of a distinctively modern kind of thinking about democracy can be located, not in revolutionary America and France in the later eighteenth century, but in the tiny New England colonies in the middle seventeenth. The key feature of this democratic rebirth was honoring not only the principle of popular sovereignty through regular elections but also the principle of accountability through non-electoral procedures for the auditing and impeachment of elected officers. By staking its institutional identity entirely on elections, modern democratic thought has misplaced the sense of robust popular control that originally animated it.

Brother Jon Maloy's son, Jason Maloy, had his first book published September 8th by Cambridge Press. "The Colonial American Origins of Modern Democratic Thought" will be perfect for fly rails, spot booths, and boards everywhere. Just in time for Xmas.



Austin, TX 78767

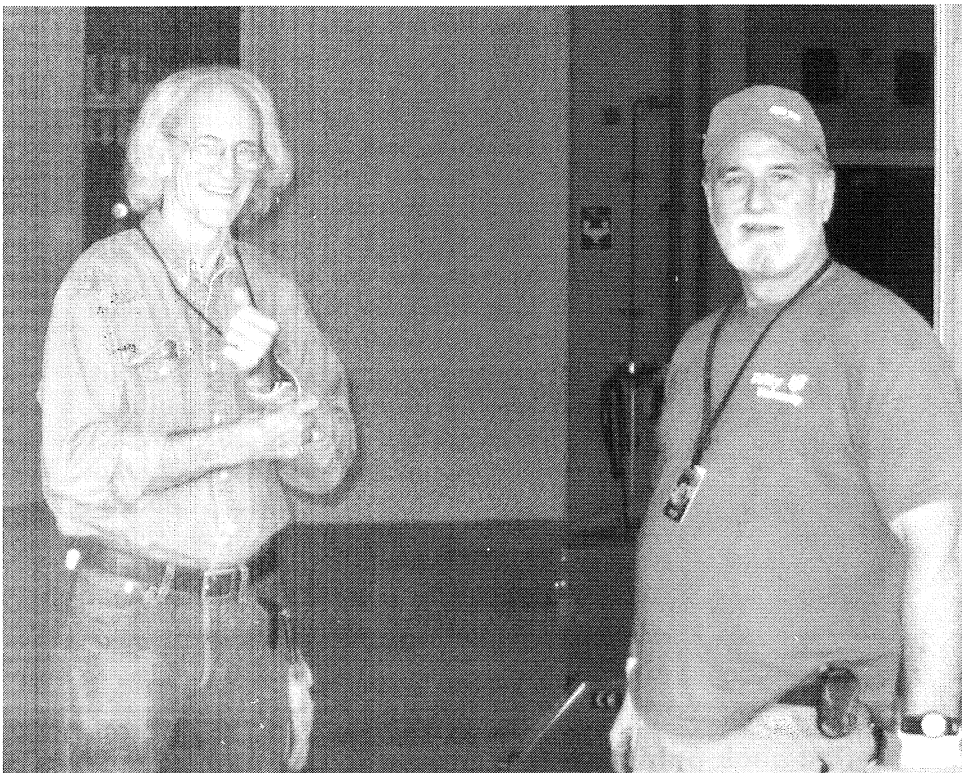
P.O. Box 142

STAGE CALL Newsletter



### IATSE Local 205

For ninety-seven years, the International Alliance of Theatrical Stage Employees, Local 205, has been serving the Austin area as the labor union representing technicians, artisans and crafts persons in the entertainment industry, including live theatre, concert and convention events. We are the source for professional experienced personnel, including Stagehands, Scenic Carpenters, Properties Personnel, Projectionists, Riggers, Wardrobe Personnel, Lighting Technicians, Sound Technicians, Audio/Visual Technicians, Camera Operators, and Decorators. We can cover your stagecraft needs from corporate meeting to musical theatre. Contact the Business Representative of Local 205 for information on staffing your production.



Brothers Rod Root and Jim Ford at the Long Center for the Performing Arts loading in Austin Lyric Opera May 2008

BusinessAgent@IATSE205.org  
512-371-1217 voice  
512-452-1507 fax