

NEWS AND VIEWS

October Meetings

Executive Board
Saturday October
31, 2020 @9:30am
Zoom

General Membership
Sunday November 1,
2020 @ 9:30am
Zoom

November Meetings

Executive Board
Saturday November
21, 2020 @9:30am
Zoom

General Membership
Sunday November
22, 2020 @ 9:30am
Zoom

December Meetings

Executive Board
Saturday December
19, 2020 @9:30am
Zoom

General Membership
Sunday December
20, 2020 @ 9:30am
Zoom



Despite the challenges that COVID-19 has created, Hawaii Opera Theatre has embraced change and is excited to announce the creation of HOT Digital, the extension of the brand that will allow people to experience HOT at homes and take opera out of the community in new and unique ways throughout the year.

IATSE LOCAL 665 was fortunate to have our member Gen Boyer to work on this project which takes you to the dark side of classical music. CHICKEN SKIN SERENADES was created, written, and directed by HOT Artistic Advisor, Jamie Offenbach. This macabre, edgy collection of songs with eerie themes stars HOT Orvis Opera Studio resident Artists Leslie Goldman, Sarah Lambert Connelly, and Oaklea Rowe as the three witches inspired by Macbeth, joined by Blythe Iakuinipua'okahana Kelsey and Felefa Jr. Brandon Fuamatu. This production also features a recording of Mussorgsky's "Songs and Dances of Death" by the internationally acclaimed Hawaiian Baritone Quinn Kamakanalani Kelsey, reimagined as a ballet choreographed by James Wright.



A MESSAGE FROM THE BUSINESS REP, IRISH BARBER

ALOHA, Local 665 'Ohana –

We have been following the finalized industrywide **COVID-19 Return to Work Agreement** for four weeks now and have learned a lot about PCR tests, quarantine and PPE. Although initially there was much concern about going back to work, many employers have stepped up to keep the workplace clean and the crew feeling safe and cared for. The additional COVID parameters have increased budgets across the board. The average PCR test costs over \$200 per test. If you are being tested weekly, the employer pays approximately \$800 per person per month. For a crew of 100, that's over \$80,000 to ensure that everyone is COVID-free - and that's just for tests and does not include disinfectants, masks, hand sanitizer, sick leave, testing stipends, etc. Considering employers in other industry refuse to pay for their workers tests, we are grateful that **International President Matthew Loeb** and the leaders of the other entertainment unions have secured us these strong terms so we can go back to work safely. The combined strength of all of the unions is what made this possible.

Indeed, the IATSE's motto is "**Growth Equals Strength**" and this is personified by training our crew and bringing in those who show promise to be good union workers. Referrals or Permits are those who are being groomed for union membership. Some mainland locals give cards to referrals as soon as they work 30 union-approved days. In my opinion, we should be discerning when inviting referrals to join Local 665. The road to membership starts with a resume and an interview so we can determine transferable skillsets, work history and explain the expectations of the union. If they pass the interview, they are entered into our dispatch system. Next, they need to acquire **30 days of work** on an IATSE 665 job. Once the members in good standing have been considered or hired on a job, a qualified and skilled referral may be referred out to work. This is where it gets tricky because some members bypass the hall and bring referrals onto jobs without the hall's knowledge or approval. This practice goes against our referral procedures. All calls need to be approved through the hall.

Under Section 5 of our By-Laws, "Unemployed members must register with the Local for job referrals and/or when employed. Members not registered with the Local on employment status are not subject to be called on referrals. Members who are registered on the available list for work and are hired by an employer without the knowledge of the Local, must immediately notify the Local on their employment status or be subject to a fine of not more than one day wages for each offense." We will be enforcing these terms, so be sure to sign the Online **Availability Form** when you start and end a job. It can be found under the drop-down menu on our website at IATSE665.org.

Once the Referral receives their 30 days, and their days are verified by me, they are put on a candidate list in date order of when they submitted their paystubs. The E-Board then decides how many referrals to offer membership to and sends out invitations. Each referral undergoes a background check and needs to be sponsored by a member. The sponsors attend a two-hour orientation with their referrals conducted by our 665 President, Secretary-Treasurer and myself. During the orientation, the referral completes the formal IATSE International application and pays their initiation and admin fees. We cover union expectations, training, safety, unionism, set protocol, problem resolution, contract terms, employer benefits, financial obligations, activism, and union policies. They are then interviewed by the Executive Board and brought before the members for final voting. The E-Board is considering adding OSHA-10 GES certification and a short exam as part of the requirement for referrals to be approved for membership. I may be asking for volunteers to serve on the Examination Committee to research, design, submit for approval and possibly administer to the member candidates. Keep you posted.

In Solidarity,



A MESSAGE FROM THE PRESIDENT, TUIA'AINA SCANLAN

Aloha, members of Local 665,

Hallelujah, some work has started. It has been a long time coming and we have been hoping for this kind of movement for some time now. While we are excited to get back in the game, it is important to remind everyone that President Loeb and our International has communicated zero tolerance for anyone who does not comply with COVID safety protocols.

"Failing to follow all COVID-19 safety guidelines is conduct unbecoming" a member, IATSE president [Matthew Loeb](#) said, "and may subject members to discipline as well as termination from work by your employer."[\(https://deadline.com/2020/09/iatse-adopts-zero-tolerance-policy-for-members-who-dont-follow-covid-19-prevention-protocols-1234583527/\)](https://deadline.com/2020/09/iatse-adopts-zero-tolerance-policy-for-members-who-dont-follow-covid-19-prevention-protocols-1234583527/)

Yes, wearing any PPE (harnesses, hard hats, masks, etc) for prolonged periods of time is uncomfortable. We do it for the safety of our co-workers, our loved ones, and our community. Don't lose the gig for something as preventable as wearing your mask properly.

Ballots have been delivered! What an exciting time. There is much that hangs in the balance for the different counties, our state, the country, and the world. The 665 Political Action Committee has compiled helpful information in a document called "2020 General Election Landscape", which has been emailed to the membership and posted on iatse665.org. As we are one of many affiliates of the state fed, we have, by and large, followed suit with the Hawaii AFL-CIO political endorsements. At the conclusion of the Council of Affiliates Committee on Political Education meetings, there were some elections that the State Federation did not specifically endorse a candidate a.k.a. they remained "open". "Open" elections mean that we can endorse the candidate of our choosing while remaining in alignment with the State Federation. Our 665 Political Action committee recommended, our Executive Board approved, and our membership voted (at our September GM Meeting) in favor of endorsing Michael Chapman for Hawaii House of Representatives, HD 45 (Mililani, Waialua, Mokule'ia, Kunia, Waipio Acres). I would be remiss if I did not remind everyone that the IATSE has endorsed Joe Biden and Kamala Harris for US President and Vice-President, respectively.

If you have yet to register to vote, you can do so in person at Voter Service Centers in your county. You can find them by visiting <https://elections.hawaii.gov/voter-service-centers-and-places-of-deposit/>. If you are a first-time voter who registered by mail and didn't provide a copy of your ID when you registered, you will need to show ID to vote. Acceptable forms of ID include: current driver's license or state ID card; military ID; US passport; or a copy of a current utility bill, bank statement, paycheck, or other government issued document that shows your name and address. While you *may* not need these to vote in person, it is prudent to bring them with you. Make a plan and vote early.

Voter intimidation is ILLEGAL under 18 U.S. Code § 594 "Intimidation of voters". For more information, visit https://www.aclu.org/sites/default/files/field_pdf_file/kyr-voterintimidation-v03.pdf

Wear a mask, wash your hands, stay physically distant, but socially connected.

In Solidarity,

Tuia'ana Scanlan
President, IATSE 665

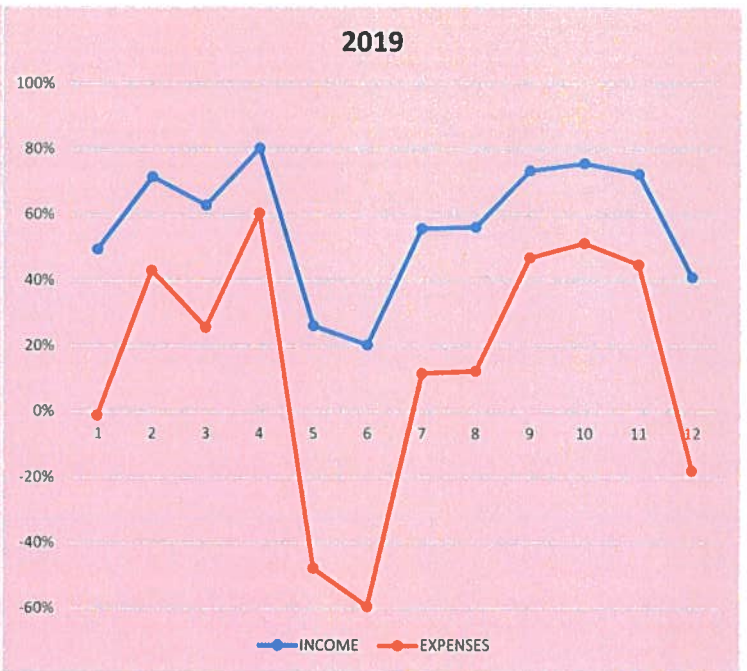
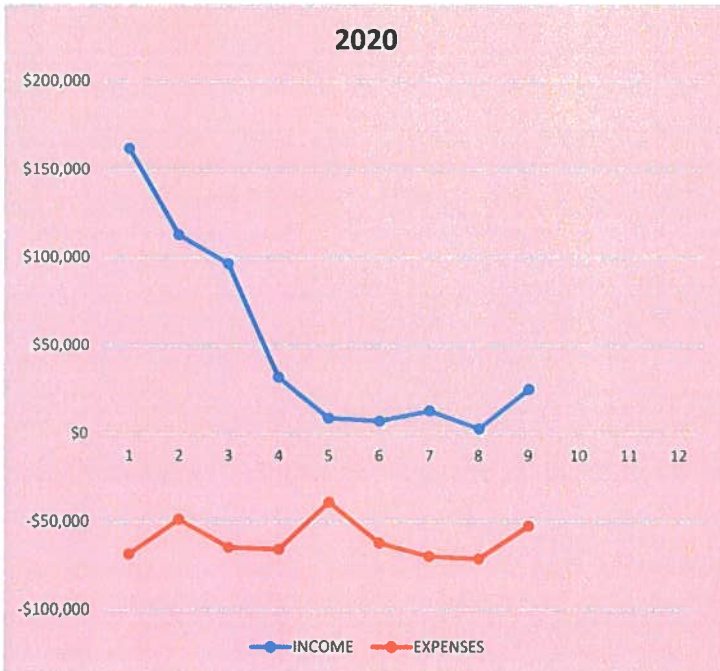


From the desk of the Secretary-Treasurer

2019		I.A.T.S.E. LOCAL 665 PROJECTIONS											
2019	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
INCOME	133,990	166,390	98,772	141,546	35,209	20,475	83,340	100,309	147,768	150,162	113,457	101,168	
EXPENSES	-136,999	-66,274	-58,407	-34,762	-99,507	-80,530	-65,942	-78,158	-53,359	-48,264	-43,167	-145,339	
DIFFERENCE	-3009	100116	40365	106784	-64298	-60055	17398	22151	94409	101898	70290	-44171	

2020		I.A.T.S.E. LOCAL 665 PROJECTIONS											
2020	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	
INCOME	\$161,793	\$112,871	\$96,446	\$31,978	\$8,852	\$7,110	\$12,861	\$2,727	\$25,037				
EXPENSES	-\$68,353	-\$48,615	-\$64,579	-\$65,626	-\$38,802	-\$61,997	-\$69,682	-\$71,104	-\$52,424				
DIFF (+ OR -)	\$93,440	\$64,256	\$31,867	-\$33,648	-\$29,950	-\$54,887	-\$56,821	-\$68,377	-\$27,387	\$0	\$0	\$0	

IATSE LOCAL 665 FINANCES





DID YOU KNOW?

- Federal Law prohibits the use of union dues for political purposes. So, you must voluntarily sign up to contribute to IATSE PAC.
- IATSE PAC is non-partisan. Funds are intended to support candidates who stand with workers, and against politicians who consistently stand against us.
- Contributors to the IATSE PAC will receive a unique lapel pin to signify their commitment to standing up and fighting back!

WHO CAN CONTRIBUTE?

Members of IATSE local unions and employees of the IATSE—and their families—are the only individuals who may contribute to the PAC

JOIN THE FIGHT



"Labor unions are under assault, with politicians across the country undermining workers' collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse."

—Matthew D. Loeb, IATSE
International President

IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.



The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights
- Defend our pension funds and health care benefits
- Eliminate so-called "Right-to-work" laws that enable free-riders
- Enforce strong copyright protections
- Protect funding for the arts
- Ensure equality for all and oppose all forms of discrimination

HOW TO CONTRIBUTE:

- Visit IATSEPAC.net to contribute online and access additional resources
- Fill out and submit the IATSE PAC contribution form
- Contact iatsepac@iatse.net to inquire about payroll deduction options

IATSEPAC.net



IATSE Announces Changes to Improve Diversity in Hollywood Film and TV Crews

Summary... Diversity. Inclusion. Now is the TIME. IATSE vowed to reshape our union. International President Matthew Loeb stated, “It’s time the conversation turns to action” with “Real, measurable change that removes all barriers against self-fulfillment and full potential, against the rewards to us all of full and equal participation.”



In response to “Black Lives Matter” protests this year and “criticisms from high-profile Black and Latino stars about the lack of diversity in the union’s ranks as well as nepotism and disparities in pay and hiring,” IATSE expanded its “international diversity, equity and inclusion committee” to represent a range of crafts and hire[d] a LA based consultancy to improve IATSE’s “representation in its ranks” and to help our union “become more inclusive” (excerpts from Los Angeles Times 10/13/20 article by Anousha Sakoui).

October - Global Diversity Awareness Month

Every October is a “reminder of the positive impact a diverse culture of people can have on society as a whole. In a global multicultural society, we should embrace the values of various cultures as it will only strengthen our understanding and appreciation of the world” (NationalToday.com).

Members Voices Matter

IATSE Local 665 is the MEMBERS. Every PENNY spent is Member’s MONEY. Members are the Voice of Local 665. Local 665’s power is in the Members. Our Local 665 Leadership are ACCOUNTABLE to YOU the MEMBERS for every penny spent.

Want Change? Then Be the Change. Attend General Membership Meetings, Create or get Involved on a Committee, read Local 665 monthly News & Views, **Voice YOUR Concerns** in **WRITING** to **Your E-Board** – they must respond and resolve in a timely manner by **LAW**, take LinkedIn Classes and IATSE Education, and come with possible Solutions! **Members** have a **RIGHT** to **ACCESS** and **INFORMATION** about **YOUR UNION!** **Get Connected, Be Committed to Local 665 and Our Future Success!**





IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

NEW TTF SAFETY FIRST! ONLINE COURSES



SANITATION STANDARDS AND PRACTICES FOR WORKING IN THE MAKE-UP AND HAIR DEPARTMENT

This course is intended to help Artists and Stylists learn how to implement sanitation best practices into their daily process to ensure the health and safety of themselves and the Performers they work with. Artists and Stylists will learn about common infectious agents often encountered in the workplace and how to properly sanitize, disinfect, and sterilize their tools, products, and specialty items while working in the trailer, background processing, on set, and in the theatre.

This course, when ready, will be made available in your TTF Safety First! account. If you do not have a TTF Safety First! account, apply for your free account here:

www.iatsetrainingtrust.org/safetyfirst

COVID-19: RECOMMENDED GUIDELINES FOR PREVENTING EXPOSURE IN THE WORKPLACE

The purpose of this course is to provide workers with information and recommended practices to minimize the spread of COVID-19 upon returning to the workplace. Workers will also learn the policies and procedures implemented by the organization to decrease the risk of COVID-19 spread among workers when at work.

This course is intended for all IATSE workers in all crafts and is available in your TTF Safety First! account. If you do not have a TTF Safety First! account, apply for your free account here:

www.iatsetrainingtrust.org/safetyfirst



iatsetrainingtrust.org/newsletter



info@iatsettf.org



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NEWS & VIEWS SUBMISSION GUIDELINES

Local 665 News & Views accepts submissions in person, mail, or e-mail (preferred).

All submissions are subject to review and approval.

- Submissions should be checked for accuracy and spelling. Local 665 News & Views takes no responsibility for errors in submitted content.

All persons in submitted photographs must be named to be eligible for publication.

- Submissions are subject to revision and editing.

Local 665 News & Views does not guarantee submissions will be printed.

NEXT DEADLINE FOR SUBMISSIONS: NOVEMBER 12, 2020

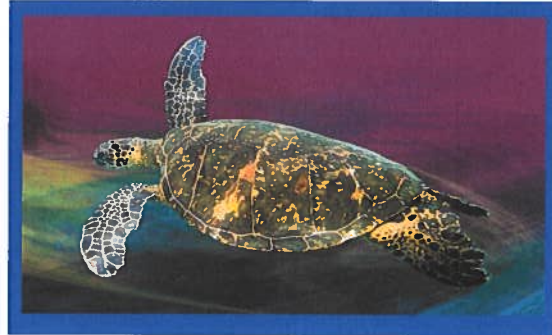
E-mail: secretary-treasurer@iatse665.org

Subject: NEWS & VIEWS Submissions

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Call... (808) 596-0227

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