

I.A.T.S.E LOCAL 665

UNION



NEWS

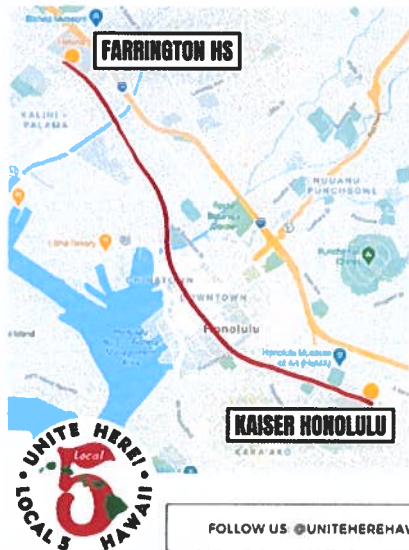
THE UNION BEHIND HAWAII'S ENTERTAINMENT SINCE 1937

August 2021 Volume 2, Issue 4

LABOR DAY ACTION

9/6 Monday 9am

Meet at Farrington High School
1564 N. King St. Honolulu



Wear a mask & a red Local 5 shirt. Please remember to bring any flags, or signs used in our previous Local 5 caravans and actions. Signs, tape & window markers will be available at Farrington High School, but you can also make your own.

Please use these slogans:
**DEFEND HAWAII'S JOBS
**DEFEND HAWAII, DEFEND OUR JOBS
**HAWAII FIRST
**PEOPLE OVER PROFITS

FOLLOW US @UNITEHEREHAWAII



HAPPY LABOR DAY!

"In our rush toward an uncertain future, a future in which creativity and vibrant culture should play a salutary and transformative role, it is worth remembering the value of creative people in large numbers. Labor unions have protected and enhanced the world we live in and have granted creative people the opportunity to make a living."

- Adam Leipzig

We hope you will make the most of this day and take time to celebrate and enjoy the fruit of your hard work.

Still Time for Shirt Designs...

Thank you for those who submitted a shirt design. We have five new designs so far and you still have time before it ends. Please, send in your design!

Would you like to see your ORIGINAL CREATION worn by all of our members, families and friends?
Then send your ideas to us, and we will vote on a winner!

Here's the criteria:

- Designs must be in good taste, family-friendly, represent the IATSE and the Hawaiian Islands.
- Submit your design in pdf format to jade@iatse665.org.
- Deadline is September 20th, 2021. The new shirts should be ready in December 2021.

MESSAGE FROM BUSINESS REPRESENTATIVE IRISH BARBER

Aloha, Local 665 'Ohana –

I hope this finds everyone managing these crazy times as best as you can. As much as we had looked forward to getting together for the Labor Day Unity Picnic next month, the reopening of businesses and influx of tourists has created an upsurge of **new, daily, confirmed COVID-19 cases, averaging 700-900 per day** in Hawai'i, resulting in the cancellation of the picnic. Unfortunately, several of our members have tested positive, too, forcing them into quarantine with their families.

Getting the vaccine is a very polarizing subject, and since the renewal of the **COVID-19 Return to Work Agreement**, more employers are opting to implement a **mandatory vaccination policy**. Fortunately, the majority of our members have been vaccinated, and their jobs are intact. Those who are unvaccinated feel unfairly caught between having to choose between their jobs and their health. The few who have tried to obtain a medical or religious exemption from the vaccine have been unsuccessful. Several public union workers are suing the State and City over the vaccination mandate. Their situation is not the same as ours. 1) We have a COVID-19 Collective Bargaining Agreement (CBA). They do not. 2) The unvaccinated public union workers may have to pay for their COVID-19 tests. Our employer pays for ours. In fact, **THE EMPLOYERS PAY US TO TAKE A COVID-19 TEST** either **\$175/day** (for commercials) or **\$250/day** (TV & film). We are blessed.

The COVID-19 RTW Agreement was renewed to support a **safe work environment**, a goal that all labor unions prioritize. Studies have shown that the vaccine reduces the risk of transmission and shortens the duration of illness and hospitalization. The **Food and Drug Administration (FDA)** has approved one of the vaccines, taking that argument off the table, too. Decades from now, we may find that the vaccines were harmful and that the “anti-vaxxers” were right to be cautious – such was the plight of those exposed to asbestos, lead paint and first and second-hand smoke. But today, scientists – not Google or YouTube – actual experts in the field of contagions are saying that this is necessary to contain this beast.

As the Business Rep, I am required to uphold the terms of our CBA's, and I whole-heartedly support the effort to safeguard the cast and crew against illness and death. As union members, we are used to dealing with “**majority rules**”, and this is no different. It is our duty to uphold what is best for the group, not just for ourselves. I want to get rid of these masks, go to movies, concerts, restaurants and parties, too, but that will not happen until we get past this, and if vaccinations help condense that timeline, then I'm all for it.

Until then, we will need to find new ways of doing things. This **Labor Day, Monday, September 6th**, at 9:00AM, **Unite Here! Local 5** is asking for volunteers to drive in their parade as a show of solidarity, identifying Kaiser Permanente as an unfair employer toward their medical staff. Local 5 is planning a contest for the best-decorated car, have a caravan driving in parade formation with no stops, a musical band on a flatbed truck, and other fun things – all within the safety of your car (see Page 1 flyer). I hope to see you there – from six feet away for now.

In Solidarity, Irish Barber

A MESSAGE FROM PRESIDENT, TUIA'ANA SCANLAN

Aloha Members of Local 665,

The surge of the Delta variant in Hawaii has created new challenges in the resurgence of the Live Event Sector and the continuance of the success we've found in the Film and TV sector. While we endeavor to get our members back to work as soon, safely, and responsibly as possible, there has been hesitance if not outright resistance to vaccination by some of our members. "It was developed too quickly", "it's FDA authorized, not approved" are among the things that we've heard. Dr. Peter Hotez, MD, PhD is the Dean of the National School of Tropical Medicine at the Baylor College of Medicine and the co-director of the Texas Children's Hospital Center for Vaccine Development in Houston, TX.

The vaccines developed under Operation: Warp Speed are based on his and his colleagues' research with coronaviruses that spans over the last 10 years following SARS and MERS. COVID vaccines did not appear out of thin air. To watch his February 2021 interview with the American Medical Association, visit <https://www.ama-assn.org/delivering-care/public-health/peter-hotez-md-phd-his-10-years-work-coronavirus> It's worth noting that cosmetics aren't FDA approved, yet they are still used frequently. Toothpaste isn't regularly tested for FDA compliance, but we still brush our teeth. Nor do they approve vitamins or dietary supplements, but we still take them. As of Monday, August 23rd, 2021, Pfizer-BioNTech's COVID vaccine has been approved by the FDA. The Moderna vaccine could receive FDA approval in the next several weeks.

The implementation of mandatory vaccination protocols remains a mandatory subject of collective bargaining under federal labor laws. This is particularly true if the impact of the adoption of the rule has an impact upon traditional mandatory bargaining subjects (e.g., wages, hours, and other terms and conditions of employment). The decision to adopt such a rule is within the discretion of an employer, but unions may request bargaining and negotiate on topics related to the adoption of the rule (and its effects), which are partially described below (in some states and localities these matters may be partially covered by laws already in place).

- When the rule takes effect;
- How notice is provided;
- How long individuals will have to comply with the rule;
- How employees may provide verification of compliance;
- Storage of information regarding vaccine status (which should be treated as protected information);
- Time off with pay to secure the vaccination
- Time off with pay if an employee has a reaction to the vaccination

To find a vaccine provider near you, visit: <https://www.oneoahu.org/find-vaccine>

In Solidarity,

Tuia'ana Scanlan
President, IATSE Local 665

A Message From Secretary-Treasurer, Shawn Christensen

Aloha Brothers and Sisters,

I wanted to talk with all of you about checking your pay statements to make sure that your deductions are being properly sorted and paid into the correct areas (work dues, health and welfare and national benefit fund). Because of COVID-19 and its many faceted challenges, many employers are now using paperless transactions, and these can be somewhat difficult to keep track of when you're out on location.

Do yourself a favor and find out from your department head, the accounting office or payroll company what links are available to you to be able to login and double check your pay statements. Print out copies for your records and keep them (you'll need them for unemployment claims). If you should find an error or omission on your statements, it's much easier to clear these issues while your show or project is still in town, instead of having to try and call someone at the payroll company on the West Coast.

The office has been doing our best to keep up with the payroll reports that we get in, but sometimes the reports are late, incomplete or just plain wrong. At the office, we really don't like sending out late notices, contrary to what you may think. We have many projects ongoing and would like to put more effort into finding ways to help with your future plans, be they college for your children, homeownership or saving up for your retirement. I hope to have a beta project up and ready for testing late in September (online dues payment) and financial planning seminars in October (TBD).

If you send in your payment for quarterly dues, please send in your membership card so that we may affix the appropriate quarterly stamp, have it signed and returned to you.

For your convenience and information, I've included an updated copy of the Authorization for Work Dues Deduction form. This form should be included in your start paperwork, but in case it isn't, complete this and submit it with your start work to the accounting department. The dues form is also available on the website. This version and the old version are perfectly fine to use.

Please be safe, take COVID seriously and all the best to you and yours.

Aloha,

Shawn Christensen

Secretary-treasurer@iatse665.org



Authorization for Work Dues Deduction

Pursuant to Article XVIII Section 1
Constitution and By-Laws
International Alliance of Theatrical
Stage Employees and Moving Picture Technicians
Artists and Allied Crafts of the United States and Canada
Local 665, AFL-CIO



TO: _____
(Employer)

I, the undersigned employee, do hereby direct and authorize you and your agents to make an automatic payroll deduction for work dues in the amount of three percent (3%) of my gross earnings, payable each pay period, to the I.A.T.S.E. Local 665 (International Alliance of Theatrical Stage Employees and Moving Picture Technicians Artists and Allied Crafts of the United States and Canada Local 665, AFL-CIO). This authorization for work dues deduction shall remain in full force and effect for the duration of my employment from the date of hire or until withdrawn by myself in writing.

1) Print Name _____

2) Mobile Phone* _____

3) Email _____

4) Last Four of SSN _____

5) Employee Signature _____

***NOTICE:** By providing your information, you understand that you are opting into receiving text messages from IATSE Local 665. Standard data and message rates apply.

UPCOMING TRAINING – Call the office to reserve a seat – (808) 596-0227

- CONDOR & SCISSORS LIFT CERTIFICATION/Vertical Technologies LLC

Wednesday, Sept 8th and Wednesday, Sept 22nd

- FORK LIFT & TELEHANDLER CERTIFICATION/Vertical Technologies LLC

Thursday, Sept 9th and Thursday, Sept 23rd

UPCOMING GENERAL MEMBERSHIP MEETINGS

- Sunday, August 28, 2021
- Sunday, September 26, 2021
- Sunday, October 24, 2021
- Sunday, November 21, 2021
- Sunday, December 19, 2021



UNION NEWS
IATSE Local 665
501 Sumner St. #605
Honolulu, HI 96817



**SHIRTS ARE IN STOCK!
SMALL TO 3XL**

Cotton & Dri-Fit Short
Sleeve

- Men's Crew Neck
- Women's V-Neck
- Women's Scoop Neck

Sorry, no SMALL in Dri-Fit Short Sleeve

Cotton & Dri-Fit Long
Sleeve