

IATSE LOCAL 665
General Membership Meeting
March 27, 2022

CALL TO ORDER: to order at 9:30

ROLL CALL:

President:	Tuia'ana Scanlan
Vice- President:	Nohea Nihipali
Business Agent:	Irish Barber
Secretary-Treasurer:	Shawn Christensen
Executive Board Members:	Kay Carter, Charley Ka'eo Jeff Nihipali Day, Christopher Wiecking, Melissa Lenz

ABSENT: Nohea Nihipali excused

Attendance by 5 or more members of the board shall constitute a quorum necessary to conduct union business. A quorum was present.

Pule:

MINUTES: Motion made by Charley Ka'eo, seconded by Kevin Kersting to accept minutes. Motion passes.

TREASURER'S REPORT: Motion to accept by Melisa Lenz, seconded by Chris Wiecking, motion passes
See attached financial report.

SECRETARY-TREASURER'S REPORT CORRESPONDENCE: New member cards, EEOC complaint by Robin Wong, Letters from various political candidates.

BUSINESS AGENT'S REPORT: see attached

PRESIDENT'S REPORT: see attached

COMMITTEE REPORTS: Melisa Lenz offers comments about a board of examiners to interview new applicants, suggest having a mixture of various crafts gathered to make up this board.

TRAINING COMMITTEE: GES 10 Class April 15-16 at the Union Office

New business: Motion by Keola Jones to accept Jason Maene as a member, seconded by Kevin Kersting. Discussion ensues, Melissa Lenz calls for the question, seconded by Keola Jones. Motion passes.

Motion by Shawn Christensen, seconded by Irish Barber to endorse Wayne Kaululau (HouseDistrict 40) and Jolyn Prieto (House District 35) Motion passes.

Health and welfare:

Passing of Wally Wong, Carey Anderson , Sione Manu's father passing, Talisua Niko's father passing.

Martin Gaucasano welcomes his new grandchild

Danny Anderson got married

MOTION TO ADJOURN: at 11:56

Made by Charley Ka'eo, seconded by Keola Jones

Submitted by:

**Secretary-Treasurer
Shawn Christensen**

BANK REPORTS FOR FEBRUARY 2022

GENERAL FUND

MONTH	BEGINNING BALANCE	TOTAL DEPOSITS
FEB	\$677,827.46	\$169,366.45
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2022	\$721,471.35	\$125,722.53

BUILDING FUND

MONTH	BEGINNING BALANCE	TOTAL DEPOSITS
FEB	\$207,172.66	\$0.00
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2022	\$206,922.66	\$250.00

BUILDING SAVINGS

MONTH	BEGINNING BALANCE	TOTAL DEPOSITS
FEB	\$263,066.86	\$262.12
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2022	\$263,328.98	\$0.00

TRAINING TRUST FUND

MONTH	PREVIOUS BALANCE	TOTAL DEPOSITS
FEB	\$131,269.22	\$493.35
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2022	\$131,762.57	\$0.00

BOH INVESTMENTS

MONTH	BEGINNING BALANCE	TOTAL DEPOSITS
JAN	\$3,011,201.60	\$1,292.52
YEAR	ENDING BALANCE	TOTAL WITHDRAWLS
2022	\$3,011,814.50	\$679.58

NET CASH MANAGEMENT

\$12.94

February 2022 President's Report

Organizing and Political Activism

The state legislature is now convening in hybrid hearings, so we can now submit written, virtual testimony, and in-person testimony. If you have not only done so, please visit [capitol.hawaii.gov](https://www.capitol.hawaii.gov) and register an account to be able to submit testimony on issues and bills that are currently before the state legislature. As previously reported, both HB 1923 and SB 3222, "Relating to the Creative Workforce", have advanced in their respective chambers to the money committees (House Finance and Senate Ways & Means committees, respectively). While they have been referred to the House Finance and Senate Ways & Means Committees, if they are not scheduled for a hearing, they are effectively dead in the water. For the full text of HB 1923 HD 1, visit: [https://www.capitol.hawaii.gov/session2022/bills/HB1923_HD1 .pdf](https://www.capitol.hawaii.gov/session2022/bills/HB1923_HD1.pdf)

Also in the works is SB 2018 - "Relating to Minimum Wage", which raises the minimum wage to \$18/hr by January 1, 2026. It has already passed the Senate committees on Labor, Culture, & the Arts as well as Ways & Means). SB 2018 is cleaner than HB 2510, which raises Hawaii's minimum wage to \$18/hr by January 1, 2030. HB 2510 also increases the tip credit by \$2.00/hr to a total of \$2.75/hr. If enacted, HB 2510 would adversely affect tipped employees by allowing their employers to pay them \$2.75/hr less than minimum wage. HB 2510 is headed to the Ways and Means committee, but has yet to be scheduled. Please consider sending testimony in opposition to HB 2510, demand that it be amended to increase the minimum wage to \$18/hr by 2026 and to eliminate the tip "credit".

SB 2018 has been referred to the House committee on Labor and Tourism. However, LAT Chair Richard Onisihi has chosen not to hear this bill. As a result, SB 2018 is all but finished. HB 2510 has advanced to the Senate Ways and Means committee. If and when this bill is heard, we absolutely need to be a part of the process. HB 2510 has been amended slightly to raise the minimum wage to \$18/hour by 2028, instead of 2030. This is still too slow for local working families to afford to live where they were born and raised. Please consider submitting testimony on HB 2510 and urge the Senate WAM committee to amend HB 2510 to raise the minimum wage to \$18/hr by 2026 and to eliminate the tip credit.

Also, HB 1495 HD1 (and its companion bill SB 2568 SD 1) - Relating to Motion Picture, Digital Media, and Film Production "prohibits a production from qualifying for the film tax credit if the production tax credit hires or compensates an employee of the State or county whose official capacity is related to motion picture, digital media, or film production for certain services. Requires a taxpayer to identify any such employee in the statement submitted to DBEDT." have been either deferred or have not been scheduled for a hearing.

Ultimately, much of the internal politics within the "Square Building" are at play in much of this. But testimony is a matter of public record. And looking at the record, we did not take advantage of the power that our union has access to. When we show up together, our voices amplify the messages we choose. Politicians are happy to have us on the sidelines. It's exactly

where they want us - out of the way so that they can do whatever they like. We all have work to do. Political engagement is something we will need to work on together. As comms go out in the future, I encourage everyone to participate.

We recently attended an IA forum entitled "Local Union Political Endorsements". In it, we heard from several people around the IA and the differences between their processes. What I learned was that there is no one-size-fits-all procedure for endorsing local candidates. The IA will only ever endorse Presidential candidates. Local candidates are up to Locals. Some, like Local 8 in Philadelphia, are very formal and have multiple steps involved. Others like Local 2 in Chicago are much more informal. Everyone who shared spoke about taking the recommendations from their State AFL-CIO as good suggestions, but that did not prevent them from endorsing other candidates either. For what it's worth, I believe that, should a candidate that we are familiar with reach out to us, it should at least go before the executive board and then the membership. Unfamiliar candidates should have to answer a questionnaire and then be discussed at the committee.

Training and Development -

OSHA 10 GES Training is currently scheduled for April 16th & 17th as well as classes in May and June. Keep an eye out for an emails regarding scheduling

Motion Picture/TV training is also available at <https://www.iatsetrainingtrust.org/asa> - Safety A, A2, and Harassment Prevention. Members have lamented the number of out-of-state workers working in Hawaii. The many reasons that production companies bring folks from out of town. One reason is that some of those out-of-state workers are *required* to take safety courses. If you want to capture more of the work for local hires, take the initiative and the time during the Magnum and NCIS hiatus to complete MPTV training.

If it sounds like a broken record with the same stage classes being discussed over and over again, it's because our membership has yet to achieve a significant level of completion of these courses. At the midwinter GEB in Puerto Rico, the IA Stagecraft Department reported, in no uncertain terms, that Live Events are coming back with a fury. Many stagehands have had to transition to the production world to weather the pandemic, and production work has been booming. If we want to keep control of our market share, we need to complete training courses pertinent to the sectors of work that we have in our sphere of influence. If we want to increase our market share and create more opportunities for work, we need to increase the size of our membership, organize the unorganized, and get those new members trained - formally and informally. If we do not complete training courses, we will begin to lose ground in the stage world. Take an active role in your future and the future of your Local by visiting [iatsetrainingtrust.org](https://www.iatsetrainingtrust.org) for "Safety First!" courses and many other valuable opportunities.

Outreach -

The midwinter General Executive Board meeting was a whirlwind. Because there are so many folks from all corners of the Alliance, it's hard not to feel energized by it. The single most beneficial aspect of a GEB is the opportunity to network. When officers from other Locals, IA officers, and their staff get a chance to put faces to names, we get to build bridges between our Local and these other entities. It encourages the courtesy calls from other ASA Locals before they visit our jurisdiction. By meeting with International representatives and Vice Presidents, we create familiarity that provides context when we reach out for support. We are currently in contact with IA reps to ensure that national contract language includes provisions specific to L665. If there is one thing I've learned from serving Local 665 as a statesman, it's that the strongest of foundations are made with honest communication and strong bonds formed through the relationships we build and maintain.

Puerto Rico is roughly 20 hours of travel away. It is not an easy jaunt. The climate, topography, and architecture are all very similar to home. Even the line between low income housing and vacation rentals are similar. The host Local 494, and their Business Representative Neftali Nieves, were very gracious. when we host the next midwinter General Executive Board meeting in January of 2023. Irish and I were lucky enough to carve out some time with General Secretary-Treasurer Wood to go over the details that a Local hosting the GEB is responsible for. In the coming months, we will be working on the budget for this event and for the District 2 Convention in the summer of 2023. The Quadrennial Convention will be held in Hawaii for 2025 as well. We certainly have our work cut out for us. Special committees are responsible for choosing the host city for these events. And while we didn't suggest that the triple crown be held in Hawaii, it is an honor to host them and we will extend all of the hospitality within our disposal.

The biggest takeaway for me was the urgency of training our members and referrals in stagecraft. The IA Stagecraft department has laid out several strategies to increase our market share and our efficiency in organizing. These efforts cannot just be from the top-down. They must also be from the bottom-up and lateral if they are to be effective. We can absorb the majority of live event work into our fold. But we need to increase our membership numbers by bringing non-union technicians into our organization. We need our members to complete training to be competitive with non-union organizations. AVRT and AVIXA training are going to be vital to our success. Because the floodgates are about to open in the live event world - concerts, conventions, MMA, eSports - it's all coming. A number of live events may occur concurrently with the anchor TV shows, movies, and commercials that come our way. Start waxing your boards and rigging your wa'a now, folks. The wave isn't coming. The wave is here.