



**INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES
LOCAL 15 AFL-CIO**

2800 1st Ave, Room 231
Seattle WA 98121

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Side Note

When you move you must contact the office, each employer and also don't forget your Health and Welfare and Pension administrative offices...they need to know where to send your statements.

By-law Change

At the May membership meeting a new By-Law will be proposed. The By-Law will be up for discussion and a possible vote. Below is the proposed By-Law:

ORGANIZING TARGETS

The President of the local, with the consent of the Executive Board, shall have the power to order any and all members of the local to refrain from rendering service to or with any priority organizing target. Members who violate such an order shall pay a daily fine of \$100 per violation.

In Memory

Recently Brother John Morgan and Brother John Moore passed away. They are greatly missed and we find ourselves poorer without them.

**Local 15 is a
member run
organization.
Every little bit
helps!**

April 2010

The Cue Sheet

City of Seattle

There are several developments that City card stagehands should know about.

First, by the end of the year the City will move to paperless paychecks. There will be no more paper checks, and the City will no longer automatically provide paper records of your pay. By late May, you will be able to access your payroll records from any computer using a City-provided password. Local 15 will pass along information as soon as possible on how to find out what your password is, and how to access your pay records. You will be able to check your pay on the Saturday before the check is issued. If you don't have internet access, you will be able to request a paper record from HR. All pay will be either by direct deposit, or through a "pay card." The pay card will operate like an ATM/check card – you'll be able to draw cash from an ATM (with no daily limit), or use it like a check card at a retail store. IATSE and other unions have raised concerns about security for these cards, and are waiting for further information from the City. Please share this information with any coworkers who do not have internet access. We need to hear from any IATSE-represented worker who has objections to or questions about this process. If you want to discuss the plans, have questions or issues, please contact Business Representative Paul Bigman, stagerep@ia15.org, 206-441-1515, ext. 225.

Next, you're probably aware that at the recent Muse concert at Key Arena, the City required safety shoes (steel or composite toe, **ANSI Z41-1991 or ASTM stamp**). This is actually an OSHA/WSHA requirement. If you don't already have safety shoes, and want to continue to work at the Key, you should plan to buy a pair, and do it soon. If you have qualify for the 521st through 1040th hour premium pay (10%) or greater, you can get a \$70 reimbursement toward the cost of safety shoes (or other required safety gear) every two years by providing a receipt. Forms for reimbursement are available in the crew room. Union-made safety shoes include some products from Belleville, Carolina, Corcoran & Matterhorn (Corcoran, Matterhorn, Black Knight), Danner, Red Wing, A.H. Rhineland, Weinbrenner (Hellfire, Thorogood, WorkOne) and Wolverine – check the shoes and ask the salesperson to make sure they're Union!

Finally, everyone should be aware that ORCA cards cost the City money whether they're used or not. In the first two months of 2010, 750-800 City employees had money put into ORCA cards that they never used, costing the City about \$140,000 in two months – money that could go to save jobs. If you're house staff, signing up for the benefit means the City automatically pays \$81/month, even if you never use the card. For intermittent workers who have to get money put into your "e-purse" every month, the card won't hold more than \$300. The City can't put in less than \$50. So if you have \$250 or more in your "e-purse," the monthly contribution will just get kicked back – you won't get any more money that month, but it won't cost the City, either.

Death Assessments

These assessments are collected when a cardholder member of the local dies. The collection was started years ago by the members of Local 15 to assist the family in providing for "a decent burial". Today, the Local provides the family with a check well in advance of collecting all the funds from the cardholding members. Please remember to send in your assessment of \$5.00 per deceased member. We have had 4 in the last 16 months. Many have forgotten about this assessment, so consider this your reminder.

Dispatch Rule Change

At the April meeting and after 2 readings, the Membership approved the following Dispatch rule changes (**Bold** is new language, ~~strike through~~ is removed language):

Dispatch Rule 4 Order of Dispatching

All workers shall be required to report their availability for work to the Dispatcher on a weekly basis, or following a layoff; only workers who have reported in as available will be considered for dispatch, except in cases of emergency **or specific requests by employers**. Workers shall have three (3) hours from the time of first contact or message from the Dispatcher regarding dispatched work, to confirm their work with the dispatcher. Failing timely confirmation, the Dispatcher shall proceed to the next name on the list.

Dispatch Rule 18. Job Site Classification and Seniority C. On The Job

The worker's first workday for a production or staff job, regardless of call time, shall be regarded as day one of job seniority.

If a worker must be replaced within 48 hours before the start of a call, the replacement worker may not displace any other worker currently on the call, regardless of start date.

Should more than seven calendar days elapse between workdays on a given production new job seniority will be established.

Fair Share Notice

All Local 15 workers have the right to pay a fair share fee instead of Membership Dues. If you object to the use of your dues for charitable or social causes, you may become a dues objector. The objection procedure is available in the office. Fair share payees are not members of the local and can not attend meetings.

This newsletter is the official publication of the Stage Division of IATSE local 15. Articles are solicited from officers, staff and committee chairs. If you want an issue addressed call 206-441-1515 or e-mail cuesheet@ia15.org.



Western Washington Theatrical

TO ALL PARTICIPANTS: This is to inform you that the Western Washington Theatrical Training Trust, Employer Identification Number 57-6202884, provides training to educate the workers of I.A.T.S.E. Locals 15, 887 and 488. For information about any existing or anticipated future courses of study sponsored or established by the plan; including any prerequisites for enrolling in such course; and a description of the procedure by which to enroll in such course, please contact: William J, Wickline 2800 1st Avenue, Room 231, Seattle, Wash 98121 (206) 441-1515. The plan is administered by the Board of Trustees of the Western Washington Theatrical Training Trust.

Sincerely, Board of Trustees

Message from Juanita and JB Freeman

To all the kind and generous friends of John Morgan who contributed to the memorial celebration for our dear brother, I wish to extend my heartfelt gratitude. What you created that day will be carried in my heart always. John deeply loved the art and craft of theatre, but above all he loved you, his theatre family. Your celebration of his life was a brilliant gathering of John's family and family of friends. Your passions and your talents helped shepherd us from our sorrow into the warmth of your overwhelming support. Everything was joyful, just as John would have wanted.

As you surrounded us with safety and comfort we were astonished at the size of John's family, our family! With openness, laughter and knowing smiles you carried and lifted our spirits. You gave to us a bountiful and creative outpouring of food and drink, color and sound, laughter and tears. The precious time spent sharing and celebrating John will in time heal us as surely as it will bind us. We will forever carry each of you in our hearts.

I can't even begin to adequately thank everyone for all you have done and for all who created a magical place to celebrate John's life, Thank You.

Juanita Morgan Freeman & JB Freeman

A note about Discipline

When you call Dispatch to Bail on a call within 48 hours of the start of the call, they are required by the Dispatch Rules to report it to the Discipline Sub-committee regardless of the reason for the Bail. It is not the Dispatcher's job to decide if you have a valid reason or not, that is the job of the Discipline Sub-committee. The Sub-committee will send you a letter and you will have a chance to explain your reasons for the Bail. You can also send an explanation beforehand to the Sub-committee by letter or email at dsc@ia15.org.

Updating Beneficiary Information

Remember to look into who you have named as your beneficiary on your 401(k). You can contact them at (206) 282-3205. Also, if you currently have coverage under the H&W Trust, you should have named a beneficiary for the death benefit when you completed paperwork upon eligibility. They will be sending out new enrollment packets to those eligible in the spring, so look for the packet, and please fill out the beneficiary form in that packet as well. Writing legibly and complete contact information is always appreciated!

Dispatch

Everybody should call Availability!

If you want work, call in every week. Dispatch will call you when they reach you in seniority. Unfortunately, that is not every week for everybody.

If you think you are too busy to take work from Dispatch, call in and say you are not available for work and Dispatch will not call you for work that week, but if your schedule changes call Dispatch to revise your availability.

If you don't want to hear from Dispatch, call once and say: "I will call you when I want work, so make me a Will Call." Then Dispatch will skip you when calling out until you contact them at some point in the future.

Call (206) 470-3800 and update your availability.

Remember the Dispatch Calendar of upcoming work is now online at www.ia15.org/calendar.html or via the Backstage Website under "Tool Box".