



Greenscreen revolution

Locally developed greenscreen technology is set to transform movie making. **READ HOW ON PAGE 8**

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- EFAP offers members full scope of services



Our dynamic industry demands that we evolve and grow



"If this last year has taught us anything, it's that in order to support our dynamic and volatile industry and to keep productions coming to BC, our membership has to evolve and grow."

Contact:
604-664-8911
president@iatse.com

Dear Members,

Over the past year we have made significant strides in terms of safety on pre and post-production. One of the major improvements is our success in pushing productions to hold the required monthly Joint Occupational Health and Safety Committee meetings and including our shop stewards in these meetings. The Alliance of Motion Picture and Television Producers (AMPTP) has also recognized our concerns by providing us with copies of the safety bulletins that they send to all member productions on topics such as accident and near-miss investigation reports, safety and first aid rooms, and safety committees. These are now posted on the BCCFU website (www.bccfu.com).

We have also seen an improvement in the compliance of our members regarding the need to provide residency paperwork to productions. This paperwork is extremely important because it enables productions to maximize their tax credits which, in turn, encourages them to keep working in BC. Though other jurisdictions offer higher tax credits, we believe that productions are able to forecast BC production costs more accurately than they might be able to do in other locations and that, because of the excellent infrastructure and skilled crew we can offer, they find that there are fewer unanticipated costs when working in BC.

This may explain, in part, why we have had such a busy production year during 2013. With the spike in production came some challenges around meeting the demand for crew. Fortunately, day after day, our creative and skilled Dispatchers were able to crew productions.

Our membership needs to recognize how a healthy Dispatch system benefits us all. When Dispatch is used, it spreads the work around, it keeps more members employed, and it helps retain skilled members who might otherwise leave the industry.

In order to supply enough crew, and to encourage skilled applicants, we waived the permittee

application fee for a couple of months. Thank you to the Local 891 staff that worked so hard to process the new applications and to the Department Chairs who spent so much time vetting the applications and interviewing applicants.

If this last year has taught us anything, it's that in order to support our dynamic and volatile industry, and to keep productions coming to BC, our membership has to evolve and grow.

Of course, our Local must also adapt and change. How we need to do that is outlined in our five-year Strategic Plan. I'm pleased to report that we are making progress in some of the goals outlined in the Plan. One of those goals is to increase the level of participation by members. That was clearly achieved during the recent Senior Steward and Executive Board election. We saw a 50% increase in voter turnout compared to the same elections in 2010. That is very encouraging. Thank you to the hardworking Elections Committee, chaired by Jeff Harvey (Lighting), and to the staff for all their work on the election.

Another goal of the Strategic Plan is to tailor our training program to the changing needs of our membership and the industry. Our members and the Executive Board are working hard to develop some essential training initiatives. We are also developing a specific training course for Department Chairs which will offer them guidance on their role and how to make department meetings as productive as possible.

IATSE Local 891 has the best crews in the business. Your dedication, dependability, and quality of work have played a large part in our recent strong production levels.

Be proud, work safe. ■

In Solidarity,

Mitch Davies



"Things are looking positive for the near term, with a fair amount of work spilling into early 2014. The number and type of pilots which shoot during March will have a significant impact on the potential television work for the rest of the year."

Contact:
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Dear Members,

MARKETING UPDATES

I recently returned from another marketing trip to Los Angeles, which I co-organized through the Motion Picture Production Industry Association of BC (MPPIA). Over the course of the week, twenty-eight industry representatives met with approximately forty-five studios and production companies. We also hosted a reception at the Consul General's residence in Los Angeles, which was well attended despite some unfortunate rainfall. Feedback about shooting in BC was very positive, and a number of companies are seriously considering BC for future projects. Our ability to deliver high quality product at a reasonable cost, with minimal difficulties, is helping overcome BC's somewhat lower tax-credit environment compared to some other jurisdictions.

Going forward, the work we perform today will influence our ability to attract productions in the future. It is important that everyone works together and shares skills at work, especially in the areas of safety. It is also critical that you provide all the necessary residency paperwork required by each show so that productions are able to maximize their tax credits.

Last year, in order to attract the people who make decisions about where to make productions, I launched what's called a "targeted fam. tour" initiative, through the MPPIA International Marketing Committee. The program allows approved sponsors to build a local tour around the specific interests of someone who is interested in working in BC. To-date, the initiative has had over 20 applications from various industry representatives, and the first guest I have personally sponsored came to Vancouver in November. Expenses

are recoverable through the funding MPPIA acquired from Western Economic Diversification, and the program has already helped bring some projects to BC which may not have otherwise landed here.

I will be convening the MPPIA International Marketing committee early next year, to set the budget and agenda for 2014. Important for next year will be the continued expansion of the list of "target companies" we reach out to. Over the last few years, this list has almost tripled in number, reflecting the diversity of companies which are involved in the production of film and television productions.

LOOKING AHEAD

Things are looking positive for the near term, with a fair amount of work spilling into early 2014. The number and type of pilots which shoot during March will have a significant impact on the potential television work for the rest of the year. However, it is positive that we have been shooting a few pilots late in 2013, and I certainly hope that the recent and upcoming pilots, along with series renewals, will continue to translate into a healthy industry for our members. ■

Happy holidays to everyone!

In Solidarity,

Paul Klassen

You were once a permittee—be patient and supportive



Happy Holidays!

RE-ELECTION AS SENIOR STEWARD

Thank you Sisters and Brothers for re-electing me as Senior Steward. I will continue to do my utmost to represent the entire membership to the best of my ability. I'd also like to extend my heartfelt appreciation to my nominators for their unwavering support over the last two terms and their trust in me for another three-year term. Best wishes to my fellow candidates in all of their future endeavors.

For those of you who aren't aware, this past summer, at the International convention in Boston, I was endorsed by the Canadian Caucus and re-elected by acclamation as the International CLC Delegate.

BE PATIENT WITH PERMITTEES

We have been exceptionally fortunate to have captured an enormous amount of work since July. On numerous occasions Dispatch exhausted our member and permittee rosters in many departments. This resulted in the Union waiving application fees in late August through September in an attempt to gain experienced applicants. These applicants were placed on the Senior Steward Reserve roster to allow them to work and provide labour to productions, pending departmental approval for permittee status.

In many instances these reserve permittees proved to be excellent and productive. Those that have been unreliable and unproductive, and that I am aware of, have been, or will be, dealt with.

On a positive note, by far the majority of our newest workers are BC locals, which allow productions to maximise their tax credits. We know that at times newer workers can cause a burden on experienced ones, but I'm sure you remember back to when you started in this business and that with a good attitude and proper direction it doesn't take people long to qualify in their craft. So far, we have had some



One of our new permittees sends a message to his fellow workers on the back of his jacket.

positive feedback from both members and non-members. I would like to take a moment to discuss the not-so-positive feedback.

I have had several complaints from new reserve permittees and existing permittees about disrespectful treatment on the job site, pay issues, and downright bullying. This is very concerning, especially because we asked people outside of our membership to work with us. Please, please, please be patient and treat all your fellow workers with dignity. I know it can be frustrating when new people are introduced to the workplace, but it is imperative, not only for the Union but also for productions, that we all work in solidarity and that everyone has a safe and healthful workplace.

THE NEW YEAR

The first quarter of 2014 looks extremely promising for work. I would like to thank our Shop Stewards for the tremendous work they do out there!

On behalf of the Assistant Stewards and myself, I wish you a wonderful and restful holiday, you deserve it! All the best to you and your loved ones during the holiday season. ■

In Solidarity,

Kelly Moon

Record numbers vote in 891 election



Amanda Bronswyk, Treasurer



Ana Sebal, Corresponding Secretary

There was an almost 50% increase in the number of members that voted in the recent Senior Steward, Executive Board and Health Benefits Trustee election, compared to the 2010 ballot. A big thank you to all the members that participated! Thanks also to the hard working Election Committee, chaired by Jeff Harvey (Lighting), for all its work, and, of course, appreciation also goes to all the members that stood for election and to all the members that nominated the candidates.

CORRESPONDING SECRETARY AND TREASURER

On January 2, 2014, we will welcome two new Executive Board members: Ana Sebal (Script Supervisors) as Corresponding Secretary, and Amanda Bronswyk (Accounting) as Treasurer.

HEALTH BENEFITS TRUSTEE

Our new Health Benefits Trustee is Rebeccah Delchambre (Make-Up).

SENIOR STEWARD ELECTION

As none of the candidates in the first ballot for Senior Steward received more than 50% of total votes cast, a second ballot was held. Sister Kelly Moon was re-elected by the second ballot and will continue her role as Senior Steward for another three-year term starting on January 2, 2014.

RETURNING BOARD MEMBERS

Returning to the Board are Dusty Kelly as Vice-President (previously the Corresponding Secretary), Susan Butler-Gray as Recording Secretary, Tom Boon as Sergeant-at-Arms, and Dee Embree as Member-at-Large. ■

DO YOU HAVE RESIDENTIAL TIES TO THE VICTORIA OR KAMLOOPS AREAS?

Upcoming productions are expected to shoot in both areas; if you wish to be listed as a "local hire" for either zone, please ensure we have you listed as having the appropriate geographical location. You can check your profile on our website under "My Union Info" (login is required) to ensure we have you listed correctly. If your information needs updating, contact Susan Pizzuto at susanp@iatse.com, or 604-664-8919.

MAXIMISE YOUR WORK OPPORTUNITIES WITH THESE SIMPLE STEPS:

Every time you become available for work, it is your responsibility to do one of the following things:

1) Notify dispatch at 604-664-8916 or use the Member's website login to register your new availability status.

2) Check the Day Call and ASAP categories. Important: Day calls and ASAPS are the only availability used by Dispatch.

TAX TIP—ASK FOR A T2200

In order to claim tax write-offs for eligible expenses, you must obtain a T2200 from the production accounting office when you finish employment on a show. Please remember, once a show has wrapped, it's too late to obtain one. ■

SCHOLARSHIPS FOR 2014-2015

Each year, our Union awards scholarships to students enrolled full time in pursuit of a degree. Five awards are given to students studying film, media, theatre or fine arts, five are awarded to students studying any degree subject. The application form will be available in early 2014. The application deadline is April 30, 2014. ■

THANK YOU FOR SUPPORTING YOUR UNION!

Our Local is built on member participation, decision making, and dedication. We have many people to thank for their work in 2013.

A huge thank you to all the production shop stewards, the Local 891 department chairs, co-chairs, and alternates for all the work they do for the members throughout the year.

Thank you also to all the committee members who devote so many hours of their time on the Local's behalf.

Many thanks also to the Building trustees and to the extremely hard working Health Benefits Plan trustees. ■

"It is imperative, not only for the Union but also for productions, that we work in solidarity and that everyone is provided a safe and healthful workplace, especially when we ask people outside of our membership to work with us."

Contact:

604-664-8913
seniorsteward@iatse.com

Profile: IATSE International

As a member of IATSE Local 891, you are also a member of IATSE International. We asked Julia Neville, an International Representative based in Vancouver, to explain the role of the International and how it ties in with Local 891.

What is the International?

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada was founded in 1893 (1898 in Canada), and is the largest union representing workers in the entertainment industry. Our members work in all forms of live theatre, motion picture and television production, trade shows and exhibitions, television broadcasting, and concerts as well as the equipment and construction shops that support these areas of the entertainment industry.

How are locals like IATSE 891 supported by the International?

We assist locals, at their request, with:

- Collective bargaining
- Constitution and Bylaw drafting and advice
- Legal assistance through the International Defence Fund
- Legal database - The Canadian Office maintains a legal database of decisions involving Canadian locals – this is a useful resource for local officers. Whatever’s happening in your local, it’s likely happened somewhere else too!
- Organizing
- Reciprocal benefits – the Canadian film locals flow benefits for their members when they work in another Canadian jurisdiction. We assist with this when required
- Training opportunities, such as:
 - **LEAP**; Leadership Education Assistance Program – reimbursement of labour education for local officers to help them perform their duties
 - **ETCP**; reimbursement of Entertainment Technician Certification Program certifications and assistance with ETCP preparation

- **InfoComm**; Audio-Visual Certification (CTS – Certified Technology Specialist)
- **COMET**; Continuing Organizing Member Education Training
- **ICAP**; International Craft Advancement Program, in conjunction with the IATSE Training Trust.

How is Canada represented in this large organization?

- There are 40 Canadian Locals, representing over 16,000 members
- Two of the International Vice-Presidents, are from Canada; John Lewis and Damian Petti
- We are represented at the Canadian Labour Congress. Our CLC delegate is Kelly Moon from Local 891. IATSE Director of Canadian Affairs, John Lewis, sits on the Council of the Canadian Labour Congress
- There are two International Offices in Canada: in Toronto and Vancouver. International Representatives are also based in Winnipeg and Ottawa

What are the achievements of the International for Canadian locals and their members?

- Improving communications with locals and members through email and social media
- We are active in fighting any effort to undermine unions, workers, and their rights to organize and bargain collectively. In recent years this includes many federal legislative threats to unions and work opportunities for our members. We have had email campaigns, lobbied Parliament and participated in rallies across Canada
- **CEIRP**: The International, working with the Canadian locals, has benefitted Canadian members by establishing a national retirement savings plan and

collectively negotiating better rates for RSP investments. This plan was started in 2005 by Local 891, and now has assets of over \$215 Million for over 15,000 Canadian participants.

- **IATSE Canada Health Plan**: In 2008, we began to research a national health plan to enable Canadian locals to get better rates for health benefits by working together. There are now nineteen groups in the Plan representing over 12,000 Canadian members, including Local 891.

How can Local 891 members learn more about the International?

- Get involved with your Local! Participate on committees, serve as a departmental Chairperson, or attend 891 General Meetings. You will learn more about how your local union operates and what’s going on at the International.
- Check out our online resources. Visit our website: iatse-intl.org
- Visit the IATSE Training Trust website: iatsetrainingtrust.org
- Like us on Facebook: [facebook.com/IATSE](https://www.facebook.com/IATSE), and [facebook.com/IATSECanada](https://www.facebook.com/IATSECanada)
- Follow us on Twitter: twitter.com/IATSE, and twitter.com/IATSECanada
- Attend District 12 (Western Canada) meetings, which are held each Spring
- Join the Young Worker Committee. ■

Julia Neville

I’m a proud 25-year member of IATSE Local 891 (Production Office). I spent many years on the IATSE 891 Executive Board and have been a Trustee of the 891 Health Plan since 2003.

Reinstatement fee increase

After 30 years at the same rate, the Union’s reinstatement fee will increase from \$350 to \$700 as of January 1, 2014. If you are a member, this does not affect you unless:

- You resign from the Local and then decide to rejoin, in which case, you will have to pay the reinstatement fee, plus the other costs associated with reinstatement. In most cases, honorable withdrawal is a better option financially than resigning.
- You are expelled from the Union. Expelled members can apply to rejoin but, in order to do so, they have to pay the reinstatement fee plus the other costs associated with reinstatement.

HONORABLE WITHDRAWAL

At the time you make the request to honorably withdraw, you must be current in your quarterly dues.

All you have to do is put your request to us in writing.

Once you have withdrawn, all your member benefits will end. If you decide to return to active membership, you do not have to pay the reinstatement fee and you will retain your initiation date and seniority spot.

You will need to pay the cost of stamps to the International, currently \$50 per quarter, to a maximum of eight quarters, and the current quarterly dues to our Local. You will also need to re-submit your membership paperwork. ■

FIND US ON FACEBOOK 
 Check us out at [www.facebook.com/IATSE 891](https://www.facebook.com/IATSE891).
 Please “like” us!

Departing Board members

A heartfelt thank you to Frank Haddad and Janice Devries, who leave the Executive Board at the end of December.



FRANK HADDAD
 After four terms as Local 891 treasurer, Frank (Greens) is leaving the position. Frank’s contributions to the Local

have been significant and long lasting. Perhaps most importantly, Frank was the driving force behind the creation of our Local’s RSP plan, which eventually became national and is now known as the Canadian Entertainment Industry Retirement Plan (CEIRP). The Plan now has 1500 members, and assets in excess of \$215 million. Thanks to Frank’s determination to establish the Plan, thousands of entertainment workers across Canada have accumulated retirement savings which they may not otherwise have had. Frank’s work on CEIRP, along with his long term commitment to IATSE, earned him an IATSE International President’s Award in 2009.

During his terms as treasurer, Frank helped guide the Local through tough financial times, which involved making difficult decisions in terms of operations and staffing. Thanks, in part, to that careful stewardship, the Local’s finances are now in positive territory.

Frank has not just served as treasurer. He has served on several committees, not least the Contract Negotiating Committee which finalized two Master Agreements with the employers. Frank has made a significant contribution to the improvement and development of the Local’s IT infrastructure, which allows the staff to serve the members and productions as efficiently as possible.

Over his 20 years of membership, Frank worked with five presidents, four busi-

ness agents, and many other elected officials, officers, and department chairs. His knowledge of the industry and the workings of our Local is vast. We are pleased that he will continue to contribute through his department and his continuing work as a CEIRP Chair.



JANICE DE VRIES
 Janice (Costume) is leaving the Board after one term as vice-president. During that time, Janice ably supported past-president Ken

Anderson and served in his absence. Janice’s term coincided with the Local’s 50th Anniversary and she threw herself wholeheartedly into organizing a recognition luncheon to honour our Local’s founding members, without whom we would not have grown to become the organization that we are now so proud of. The Executive Board has also benefitted from Janice’s knowledge of the industry and the workings of the Local as a result of her 25 years as a member and her time as chair of the Costume Department.

Janice is passionate about training and the need to train members to meet the changing demands of our industry. She has been part of the development of our safety and supervisory courses, and she is currently hard at work on several other training initiatives, including the preparation of a training course and manual for our department chairs and co-chairs.

When members contribute to our Local as enthusiastically as Frank and Janice, we are fortunate. We thank them both for their valued contributions, and their ongoing commitment to Local 891. ■

New, locally made greenscreen technology rises to the occasion

In a modest workshop tucked away behind the Dollarton Highway in North Vancouver, a group of local grips has masterminded two products that will revolutionize greenscreen and overhead technology.

by Siobhan Rowe

Many of us often complain that a product or piece of equipment that we use every day could be better designed. Sometimes, we may even come up with a concept on how it might be improved; few of us actually take those ideas and transform them into workable products.

IATSE Local 891 Grip Department member, David McIntosh, is one of the exceptions. When David and a group of fellow grips became frustrated with the dangers involved in flying overheads at great height and in high winds, they decided to devise a safer alternative. "Our inspiration was safety. We had seen too many close calls," explains David.

What they came up with was an inflatable sun and rain overhead cover. It is suspended by a crane and moved in its deflated state, which makes it easier to move from one position to another, unlike the traditional truss frame, which has to be broken down or hop-scotched.

As the design for the overhead developed, it soon became apparent that an inflatable system would also work for outdoor VFX screens. This led the team, which includes grips Steve Smith, Michael Kirilenko, and Mike Branham, to form a company named Aircover to develop the game changing Airwall.

The Airwall comes in sections that are 20ft wide and 24ft tall. Sections can simply be added to reach the required length. They can be placed on the ground or, for taller heights, mounted on cargo



The Airwall comes in sections that are 20ft wide and 24ft tall. Sections can simply be added to reach the required length.

containers. Unlike traditional builds with cargo containers, a 48ft wall can be erected with no additional bracing. It takes around 12 minutes to inflate an Airwall and just six minutes to deflate it. Another plus with the Airwall is the smaller amount of space it takes up on set. A 50ft high wall usually requires a footprint of 40-45ft; with the Airwall, that shrinks to just 8ft. The fabric and colour of the Airwall can be tailored to meet the needs of each production.

If all this sounds simple, it wasn't. It took four or five years of trial and error, endless prototype testing, and complex patent applications before the vision became reality.

Not only are the new products safer, they're cheaper to use, more mobile (the Airwall is transported in specially adapted trailers) and more environmentally friendly than any of the traditional

alternatives. "It's almost impossible for us to think about doing things in the old way. What we've made is so much easier and safer and you can get way more filming done," says David. Although high winds are always a worry with large structures, David emphasizes that the Airwall can cope with significant gusts, "We even had a helicopter flying close to one of our Airwalls and it didn't move. They're pretty indestructible," says David.

Aside from the safety advantages, cost effectiveness is one of the biggest selling points of the Airwall. "For a short-term job, it's two-thirds cheaper than the cheapest alternative method. For a longer job, it's a third cheaper. So far, there's been no argument from production," notes David.

The shows that have used the Airwall have been impressed. On the company's website, Seamus McGarvey, Cinematographer on "Godzilla", is quoted as saying, "... I am

honoured that "Godzilla" is the first major production to use them as I know they will become the industry standard. They are so quick to inflate and deflate when sections are not required and to minimize spill. I look forward to having them on every film." "Tomorrowland" has also used the product, and the team is lined up to bring the Airwall to Detroit for the filming of the upcoming "Superman" feature.

Although David is probably too modest to admit it, he is a born inventor. He did most of the design work for both products. As he describes the development of the overhead cover and the Airwall he casually mentions that he has two other patents pending for products that he can't say much about, but that sound equally as ingenious.

In addition to his ten years of experience as a grip, David has a background as an auto and industrial mechanic. Those skills have even meant that he is well equipped to work

out the design modifications needed for specially adapted trailers used to house and transport the Airwall that are now being perfected.

The Aircover team work well together. David focusses on product design and his partners cover the business side of the enterprise. This core team is supported by Local 891 Grip Department members Robin Say, Pete Pacula, Donny Quinn, Shane Kjar, Joseph Pilarz, Rod Tigler-Wybrandi, and many more. "They are smart technicians and they've bent over backwards to help us perfect our process and make sure that when we're on set everything goes smoothly," says David.

Interest in the Airwall is building. Aircover have had enquires from around the world and the team is ramping up production to meet the growing demand.



Aircover's inflatable sun and rain overhead cover is suspended by a crane and moved in its deflated state, which makes it easier to move to the required position.

"It's almost impossible for us to think about doing things in the old way. What we've made is so much easier and safer and you can get way more filming done."

All the manufacturing is done in BC and that's the way Aircover hopes to keep it. David explains that not only does this mean creating local jobs, it also means that the team can ensure that the product quality is always maintained. Eventually, he anticipates that the company will expand to the main production hubs across North America. After that, Aircover will consider development in Europe.

The application of the Airwall technology won't only be used for greenscreens. Aircover envisions it being used to project advertising and, because the Airwall has the additional bonus of acting as an effective sound block, it could be used to muffle the noise of generators. The possibilities, it seems, are endless. One thing's for sure though, this enterprising team of local grips, have created two products which, in no short order, will become industry standards. ■

Learn more at www.aircover.ca.

Don't miss out on the wide range of support available

With a new year approaching, maybe it's time to get help to achieve your goals, or to solve personal problems.



A recent member survey on our Employee and Family Assistance Program revealed that, while many of you have benefited from personal and family counselling services, you may not be aware of the full range of the help available.

by Gregg Taylor

WORK/LIFE SERVICES

FSEAP provides a variety of work-life services to help you manage work and personal responsibilities, increase your wellness, and reach your goals. The services include:

LEGAL CONSULTATION

Legal Services connect you with a lawyer for a 30-minute telephone or in-person consultation. The lawyers can provide guidance in matters of civil, family, motor vehicle, wills and estates, real estate, immigration and criminal law. If you retain the lawyer to whom you are referred, you will receive up to a 25% discount on fees.

FINANCIAL ASSISTANCE

The EFAP offers consultations with CPAs and Certified Credit Counsellors to assist you with budgeting, setting financial goals, managing changes in your financial situation, and debt management.

CAREER COUNSELLING

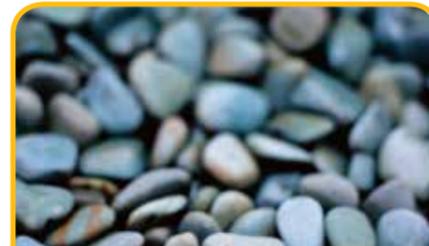
Career specialists provide consultations on issues including educational planning, career advancement and career changes, interview preparation and resume preparation. Career services include options for career assessment and consultation to identify and target career goals, to identify opportunities and options for personal and professional growth, and to take action towards meeting these goals.

NUTRITIONAL COUNSELLING

Qualified dietitians provide guidance and support towards healthy eating as well as advice on weight loss and specific health and diet risks related to conditions such as cancer or diabetes.

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fseap Now we're talking.



EFAP HELP MENU

24/7 SERVICE

You can call the EFAP number, 1-800-667-0993, 24 hours a day, seven days a week, 365 days a year.

In urgent situations, you can call the same number to speak immediately with a Masters Level Counsellor who can provide immediate crisis counselling, support, and referrals.

WHO CAN USE THE SERVICE

The services are available to all members and their immediate family (spouse/partner and dependent children) **even if you are not currently covered by the Health Benefits Plan.**

Each eligible person can access up to ten, free, 50-minute counselling sessions per calendar year. The goal of EFAP counselling service is to assist you within a short-term, problem resolution style of counselling.

FULLY CONFIDENTIAL

The service is completely confidential within the full limits of the law. No one will know that you have accessed the service unless you choose to tell them.

80% of survey respondents reported that EFAP services helped them deal better with their problems; 90% said they would recommend the EFAP. (EFAP survey 2013)

An alternative to traditional counselling therapy, EFAP coaching services provide guidance so that you can achieve personal and professional growth. Coaching is provided through telephone consultations with a master's level qualified life coach.

CHILD/ELDERCARE CONSULTATION

We offer consultation and assistance with a master's level family care specialist, around finding community resources including daycare centres, childcare services, care for children with special needs, home support services, long-term care and seniors housing, day programs, health services, and social and educational programs.

RESOURCE KITS

Family Resource Kits for caregivers are also available. These kits cover a variety of topics including: Expecting a Baby; Your New Baby; Your Growing Toddler; Parenting Your Preschooler; Parenting Your 5-8 Year Old; Parenting Pre-teens; Terrific Teens, and Healthy Living for Seniors. The kits provide tips, resources and information designed to help strengthen family relationships.

SMOKING CESSATION SUPPORT

EFAP counsellors will refer you to telephone support lines and other resources that provide information to support your decision to quit smoking. Consultations with a specialist by phone, information about treatment options for nicotine dependency and tips or suggestions to help "quitters" stay on track are all provided. ■

The EFAP provides members and their families with a broad range of professional services to help them address any personal, family, or work related concern. All services are free and completely confidential. To access EFAP services, call 1-800-667-0993. For more information, visit www.fseap.bc.ca.

Kick start the new year with training

Occupational Health & Safety- Part 1

This course is helpful for all members. It introduces you to the basic principles of workplace health and safety and it's also a great "refresher." Film industry examples make the material relevant to today's sets and shops.

Anti-Harassment, Discrimination & Bullying in the Workplace

This new workshop focuses on determining the differences between harassment, discrimination and bullying in the workplace. We spend time understanding the Human Rights Code, employer's harassment policy, collective agreement language, grievance procedure, as well as the WCB Act and WorkSafeBC (OHS) policies on the role of employers, supervisors and workers around this important issue.

Shop Steward Course

Do you care about the rights of workers? This course provides potential and experienced shop stewards with a strong understanding of the rights and responsibilities of the position. New policies and information relating to the Union's collective agreements, resources to assist stewards and opportunities for participants to share their experiences are included.

Incident Investigations

After an accident or "near miss" at the workplace, an incident investigation must be completed. This course provides you with the opportunity to develop or improve your investigative skills and to learn how to assess contributing factors and develop recommendations to avoid similar incidents in the future. This course is an asset for members interested in film industry safety and the prevention of injuries. It's also useful for shop stewards and Joint Occupational Health and Safety (JOSH) committee members.

The Supervisor's Role (2-day)

This two-day course covers the skills you need to be an effective supervisor. We explore a supervisor's responsibilities, the collective agreement, and people management skills, using scenarios from production worksites. If you are a head of department, first assistant, or if you direct others as part of your job, sign up now!

Supervisor Health & Safety

In addition to expertise in their craft, supervisors must be familiar with the Workers Compensation Act and Regulations as well as potential safety hazards at the workplace and how to address them. This course outlines a supervisor's responsibilities and provides participants with skills they can apply immediately to meet these requirements and become more effective supervisors. If you are a head of department or first assistant, or if you can see yourself becoming one, this is the course for you! ■

UPCOMING TRAINING

Sat. Jan. 25, 2014
Occupational Health & Safety Part 1 (Basic)

Sat. Feb. 15, 2014
Anti-Harassment, Discrimination and Bullying in the Workplace

Sat. Feb. 22, 2014
Shop Steward Course

Sat. Mar. 1, 2014
Shop Steward Course

Sat. Mar. 15, 2014
Incident Investigations

Sat. Jan. 11; Sat. Apr. 26, 2014
The Supervisor's Role (day 1)

Sat. Jan. 18; Sat. May 3, 2014
The Supervisor's Role (day 2)

Sat. May 10, 2014
Supervisor Health and Safety

To register:
Email training@iatse.com, or call 604-664-8940.



Shortage notices explained

All the hours that you work under IATSE Local 891 count toward maintaining your health benefits coverage. This is called an "Hour Bank" system. Every month, 140 hours is deducted from your hour bank to maintain your coverage. If you don't have the 140 hours needed to continue your coverage for the next month, the Plan office will send you a "shortage notice". Please don't ignore the notice. It's your responsibility to protect your coverage.

IF YOU RECEIVE A SHORTAGE NOTICE

- Read the explanation enclosed with the notice.
- Either "Pay as billed!", or if you have additional hours due to be added to your hour bank, call the Union office to determine what your payment should be. Remember, there's a **ONE** month time lag between the month you work and the month the hours are posted to your hour bank.
- Make sure the Union and the Plan offices know your current address.
- If you're going to be away from home, make sure there are enough hours in your hour bank and/or arrange for someone to deal with your mail.

If you don't pay the shortage, your coverage will end at the end of the month unless enough employer hours come in. If your benefits end, contact the Plan office immediately to pay and reinstate your coverage. You must do this in the first three weeks of the month your coverage ends. After that, you must work 280 hours to re-qualify.

LOWER RATES MAY BE AVAILABLE

- If you are unemployed.
- If you are disabled and are not receiving disability or wage loss benefits or a CPP disability pension, or if you're receiving EI Maternity or Parental benefits.

Contact the Union Office or Plan Office for details.

12 MONTH MAXIMUM FOR SELF-PAYMENTS

You can continue your coverage by self-payment for up to 12 full months of coverage. This limit applies to full self-payments of 121 or more hours per month.

- Maternity or parental leave is an exception to the 12-month maximum.

If your employers report 20 or more hours in a month, your "self-pay count" is reset to zero, and you could then pay up to 12 consecutive full months from that point. But remember the one month reporting period between the time you work and the time the employer hours are posted to your hour bank.

YOUR COVERAGE UNDER SELF-PAYMENT

You are not covered for Short Term Disability when making full month (121 or more hours) payments, unless you meet the criteria described under "Exclusions" in the Short Term Disability section of the Plan booklet.

Note: to determine if employment in the bargaining unit covered by IATSE Local 891 is a primary source of income, a member must average 700 hours of combined bargaining unit work or disability credits per year in the best three years of the last five calendar years (January to December). ■

Considering retirement?

A subsidized plan for retired and semi-retired members and their families is available. It includes Extended Health Care and Dental, with lower benefit levels than the Active Members' Plan. The level of subsidy depends on your age at retirement and years of service. To be eligible, you must apply while covered on the Active Members' Plan, and be at least 60 years of age, and have at least 10 years of service in the bargaining unit. If eligible, you must enroll within 30 days of your hour bank coverage ending. For more details, contact the Union office or Plan office and ask for the "Retiree Benefit Plan Information Package". ■

Benefit changes: Vaccination coverage expanded

Starting on January 1, 2014, many common vaccines will now be covered by the Plan. The list of covered vaccines now includes:

- Hepatitis A vaccines, Hepatitis B vaccines, Hep A and B combination
- Meningitis
- Typhoid
- Shingles
- Chicken pox
- Rotavirus
- Cholera
- HPV
- Encephalitis
- Rabies
- Yellow fever
- MMR (mumps, measles, rubella)
- Tdap (tetanus, diphtheria, pertussis)
- Flu ■

Coordination of benefits (dual coverage)

If your spouse does not have benefits at work, be sure to enroll your family for Extended Health, Dental and MSP under this plan. If your spouse does have benefits at work, you can coordinate your coverage:

Medical Services Plan of British Columbia (MSP) – EITHER cover your family through one plan only, OR enroll each spouse on their own plan and your children under one or the other. Either way, if one of your coverages ends, make sure to enroll the family under the other.

Extended Health and Dental – You may both enroll each other and your children as dependents. File claims first with the "first payer". Be sure to fill in the information about the other coverage in the section near the bottom of the form. If your

dentist or pharmacy submits your claim for you, make sure he or she knows about both coverages. Then, claim with the other plan for the unpaid balance.

- Your claims: "first payer" is your plan;
- Spouse's claims: "first payer" is spouse's plan;
- Dependent children's claims: if your birthday is earlier in the year than your spouse's, your plan is "first payer"; otherwise, it is your spouse's plan. ■

Learn more on the Health Benefits at mot.planoffice.ca

Claims restrictions

All claims are adjudicated against guidelines. Here are some areas which are not well understood:

- Prescription Drugs – not paid unless recognized by PharmaCare.
- Orthotics and Orthopedic Shoes – not paid unless they meet the "medically required and custom made" requirements of the Plan.
- PBC applies "reasonable and customary" (R&C) limits to many goods and services.

To find out more about these restrictions and how you can work with them, go to the BENEFITS section of the Plan's web page. ■

PLAN QUESTIONS?

UNION OFFICE
Julie Jensen
604.664.8914 (p)
604.298.3456 (f)
juliej@iatse.com

PLAN OFFICE
Rachel Morales
604-419-2471 (p)
604-419-2884 (f)
adm@pac.bluecross.ca
mot.planoffice.ca



Retirement savings with CEIRP just makes sense

With various investment options, conservative thru aggressive, and fees of only 0.87%, saving for retirement with CEIRP just makes sense for industry members.

Our Plan Administrator Vickie Nevitt can send you an information package, explain how the Plan works, and the types of investments available. Call 604-664-8935, or email vickien@iatse.com.

CEIRP has over 15,000 Canadian entertainment workers enrolled nationally, with assets totaling over \$215 million.

ACCOUNTING

CO-CHAIRS | Bobby O’Kane, 604-787-7394 cell; Jaime Peters, 604-340-2513.
ALTERNATE | Amanda Bronsnyk, 778-995-8916 cell.

ALLIED CRAFT

CHAIR | Eric Hendriks, 604-817-5602

ART

CHAIR | Gwendolyn Margetson, 604-253-1715
ALTERNATE | Andy Amoroso, 604-818-5789

CONSTRUCTION

CHAIR | Duncan Bell-Irving, 604-328-3340.
CO-CHAIRS | Angela Boyd, 778-898-7076; Sam Pritchard, 604-868-4472.
ALTERNATE | Vernon Winn, 604-789-6232.

COSTUME

CO-CHAIRS | Stephanie Jones, 604-202-1301; Aieisha Li-Louis, 604-812-1855; and Jojo MacDowall, 604-488-4253.

EDITING

CO-CHAIRS | James Ilcic, 604-222-9994; Gary Lam, 778-834-4526.

EXTRAS CASTING

CHAIR | Vacant
ALTERNATE | Vacant

FIRST AID/CRAFT SERVICES

CHAIR | Tara Fuhre, 604-671-7407 cell.
CO-CHAIRS | Diane Berezay, 604-862-4324; Louise Hetherington, 604-732-4013, 604-760-3161 cell.
ALTERNATE | Wendy Miller, 778-987-8171 Cell.

GREENS

CHAIR | Trevor Oleksy, 604-845-1125
CO-CHAIRS | Travis Brooks, 604-690-4772; James Summers, 1-604-751-1178.
Election completed: Term: 2013 – 2016. Trevor Oleksy acclaimed.

GRIP

CHAIR | Gavin Craig, 778-240-4476
ALTERNATES | Rod Haney, 604-418-1652; Reid Cohoon, 604-328-5318.

HAIR

CHAIR | Kandace Loewen, 604-836-8583
CO-CHAIR | Nancy Steyns, 604-922-2668
ALTERNATES | Patrick O’Brien, 778-388-7301; Dean Scheck, 604-341-9425; Gina Sherritt, 604-809-1140; Roy Sidick, 604-785-2075.

LIGHTING

CHAIR | Jeff Harvey, 604-833-4810, cell, or jrharvey@mac.com
CO-CHAIR | Keith Brookes, 604-818-8465
ALTERNATE | Keith Woods, 604-230-5892

MAKE-UP

CO-CHAIRS | Rebeccah Delchambre, 604-617-8296; Candice Stafford, 604-837-6536.
ALTERNATES | Beth Boxall, Joann Fowler, 604-789-5905; Rebecca Lee, 604-722-8630; Jarrett Mass, 778-847-6277; Charles Porlier, 604-460-7227

PAINT

CO-CHAIRS | Jane Gottschlag, 604-657-9997; Joe Sala, 604-619-3975

PRODUCTION OFFICE

CHAIR | Eva Morgan, 604-836-6304 cell.
ALTERNATE | Ngar (Hon) Lui, 604-617-8112 cell.

PROPS

CHAIR | Clive Edwards, 604-250-7910
CO-CHAIR | Sean McGee, 604-725-6129

SCRIPT SUPERVISORS

CHAIR | Lara Fox, 604-683-4910
CO-CHAIR | Ana Sebal, 604-728-4573
ALTERNATES | Ingrid Kenning, 604-737-7424; Jan Melnyk, 778-839-6655; Joecy Shepherd, 604-999-8334; Susan Williams, 778-846-7894; Christine Wilson, 604-970-9629.

SET DECORATING

CO-CHAIRS | Clayton Allen, 778-228-2788 cell; Michael Billings, 604-830-7487 cell.

SOUND

CHAIR | Martin Mitchell, 778-707-3427 cell.
ALTERNATE | Dave Griffiths, 604-219-5038 cell.
Election completed: Brother Martin Mitchell has been acclaimed for a three-year term as Chairperson.

SPEX

CHAIR | Jak Osmond, 604-341-6273
CO-CHAIR | James Paradis, 778-689-8686 Cell.

TRADE SHOWS/EVENTS & STAGING

CO-CHAIRS | Mariya Birkby, 778-882-5686; Brock Pytel, 778-998-7404
ALTERNATE | Jodee Sawan, 778-891-7897
YOUTH CO-CHAIR | Dustin Burns, 604-916-516

VISUAL EFFECTS/CGI

CO-CHAIRS | Anthony Alvaro, 604-787-8063; Ross Woo, 604-307-3113.

Dues reminder

Paying your dues online with Visa or MasterCard:
Log on to www.iatse.com, go to “my union info” then to “Current Balance”. (Dispatch or reception can provide your ID and password if you’ve forgotten them).
Paying your dues in person or by phone: Pay with VISA, MasterCard, cash, cheque, or Interac.
Contact 604-664-8938 to make a payment.

Quarter	Amount	Overdue
4th 2013	\$80	5 p.m. Jan. 15, 2014

Payments must be received by 5 p.m. on the overdue date to be considered on time.

Dispatches for Sept. 1 - Nov. 30, 2013

DEPARTMENT	DISPATCH #
Art	2
Construction	393
Costume	162
First Aid / Craft Service	87
Greens	38
Grips	484
Hair	87
Lighting / Electrics	784
Make-Up	86
Painting	120
Production Office	1
Props	47
Script Supervisors	2
Set Decorating	349
Sound	13
Special Effects	76
Trade Show/Event/Stage	16
TOTAL	2747

Member news!

RAYA ROSE MEACHAM

It is with immense joy that Colin Meacham and Ocea Ringrose of the Set Decorating Department announce the birth of their daughter. Raya Rose Meacham was born at home, in water, on August 7, 2013, weighing 8lbs 14oz. The proud parents wish to express much gratitude to all their family, friends, and colleagues for their love and support. ■



MAGNUS

Magnus was born on a beautiful spring day in Bergen, Norway, to proud parents Wyatt and Hedda. ■

ALAN MACKINNON RETIRES

After a long and successful career, Alan MacKinnon, Lighting Department member since 1985, has retired. Have a happy retirement Alan, from all at IATSE Local 891.



KINETOSCOPE

December 2013 Volume #11 ISSUE #4
Deadline for March 2014 issue: February 8.
Editor | Siobhan Rowe
siobhanr@iatse.com
604-664-8929

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ELECTED LOCAL 891 MEMBERS

President	Mitch Davies president@iatse.com 604-664-8911
Business Representative	Paul Klassen businessrep@iatse.com 604-664-8912
Senior Steward	Kelly Moon seniorsteward@iatse.com 604-664-8913
Vice-President	Janice De Vries * vice-president@iatse.com 604-664-8910
Corresponding Secretary	Dusty Kelly * correspondingsec@iatse.com 604-664-8921
Recording Secretary	Susan Butler-Gray recordingsecretary@iatse.com 604-664-8931
Treasurer	Frank Haddad * treasurer@iatse.com 604-664-8909
Member-at-Large	Dee Embree dee@iatse.com 604-880-2152
Sergeant-at-Arms	Tom Boon boon@iatse.com 604-612-0225
Executive Board	eboard@iatse.com

* On January 2, 2014, Dusty Kelly will take the position of Vice-President, Amanda Bronsnyk will become Treasurer, and Ana Sebal will be our new Corresponding Secretary.

IATSE Local 891 International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts for the United States, its Territories and Canada · British Columbia & Yukon.

1640 Boundary Road
Burnaby, BC, V5K 4V4
Canada
604-664-8910 (phone)
604-664-8916 (dispatch)
604-298-3456 (fax)
www.iatse.com

In Memoriam

BRIAN WALTER BULLOCK

August 15, 1948 - September 28, 2013
Member of the Construction and
Special Effects Departments since 1998.



Brian passed away after a courageous battle with cancer. He is survived by his loving wife Kathy, and children Kassi, Rhea, Karmen (Mike), Garrett (Mitra), Eric, and his eight prized grandchildren, and a new one on the way. There are also five cherished sisters, two brothers and their loving families.

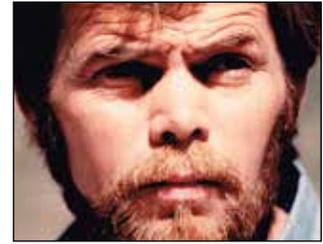
Brian was an exciting man who loved to live life with no restrictions. He loved his friends at IATSE.

He looks forward to joining us for his "Celebration of Life" next year in late spring or early summer to hear what everyone wants to share in memory of the "Good Times" with Brian. Brian is not gone, he is incognito!

In lieu of flowers, donations can be made to Center of Hope, 1 McLeod St., Ft McMurray, Alberta, T9H 1Z4. ■

KEITH WARDLOW

April 4, 1943 -
September 21, 2013
Member of the Special
Effects Department
since 1986.



Born in Wales, Keith grew up in Yorkshire and began his performing career as lead singer with local rock bands touring the North of England in the 1960s as the opening act for legends like The Who, The Kinks, the Bee Gees and Tom Jones.

In 1967, Keith and his wife Loretta (Laurie) emigrated to Vancouver, where he carved out a career in the fledging BC film industry. He co-founded Stunts Canada and worked as a stuntman, actor and special effects technician until 1997. During that time, he joined colleagues in winning employment parity with their American counterparts, firmly establishing the international reputation of local film crews.

Keith was a man of many practical skills, from electrician to pipe-fitter, while at the same time exploring his creative self through music and painting.

When he suffered a debilitating stroke in 1997, Keith turned to brush and paper, releasing his imagination through watercolours, leaving a rich legacy for all who knew him. Throughout his illness, he never lost his sense of humour nor his puckish grin.

Treasuring the memories of love, laughter and adventure are his beloved Loretta (Laurie), son Liam (Lee), daughter-in-law Hilary, brothers and sisters: Roy, Chris, Jeff, Pete, Anne and Jane and a host of family of friends in Canada and the United Kingdom.

In lieu of flowers, the family request that donations be made in Keith's name to a charity of individual choice. ■

Mark your
calendars!

Please attend

IATSE Local 891 General Membership Meeting

Sunday, January 19, 2014

1:30 p.m.

UNIFOR (formerly CAW)
326 12th St.
New Westminster, BC.

Only members in good standing may attend.



Thanks for the tree Travis!

All at the Union office would like to thank Travis Brooks for donating a wonderful and fragrant Christmas tree for our reception area. Travis donates a tree to the Union each year—a tradition originally started by his father, Gary Brooks.

